



Applying Advanced Analytics to HR Management Decisions: Methods for Selection, Developing Incentives, and Improving Collaboration (FT Press Analytics)

By James C. Sesil

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Dramatically improve human capital management decisions by applying advanced analytics and "Big Data" technologies and processes! Pioneering HR technology expert James Sesil identifies widespread flaws in today's HR decision-making processes, and reveals how advanced analytics can help organizations make far more robust decisions about employee selection, performance management, strategy alignment, collaboration, and more. In this book he shows how to integrate Business Intelligence, ERP, Strategy Maps, Talent Management Suites, and advanced analytics -- and use them together to make far better decisions. You'll learn how to measure and improve the value of HCM decision-making in workforce/succession planning, talent acquisition, career development, corporate learning, and beyond. Sesil teaches key lessons from sources ranging from online dating services to Moneyball-style sports player selection processes. He shows how to systematically improve decision-making through more complete and sophisticated collaboration and new Collective Intelligence approaches. You'll learn how to use both internal and external data sources more effectively, and review a wide variety of advanced tools now available from vendors such as OrcaEyes, Vemo, Aruspex, Peoplefluent, Infor/Lawson, DecisionLens, Oracle, Ultimate, Cogniti, IBM, SAP, and Microsoft. Sesil concludes by demonstrating how to build "data driven" cultures and organizations that truly want to bring objectivity to decision-making, and will actually use these remarkable new tools. This book will be an invaluable resource for every HR executive, manager, analyst, and IT professional seeking new opportunities for competitive advantage through human capital and technological innovation.

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Editorial Review

From the Back Cover

Using advanced analytics and Big Data, you can build an organization that's more collaborative, inclusive, merit-based, and *successful*. In this book, pioneering HR technology expert James Sesil shows how to use advanced analytics to optimize HR decision-making: workforce/succession planning, talent acquisition, career development, performance management, strategy alignment, and more.

Writing from the HR leader's perspective, Sesil distills important new research on decision-making, helping you leverage key advances in behavioral economics, psychology, and machine learning. You'll learn how to make better human capital management decisions by combining advanced analytics, expert knowledge, and your best intuition.

Secil covers core concepts, data sources, advanced tools, predictive modeling techniques, and much more. You'll learn how to integrate and leverage information you may already possess and build a "data-driven" culture that brings new clarity to all your HR decisions.

- **Beyond suboptimal and irrational HR decision-making**

Lessons from Kahneman and beyond: eliminating bias without abandoning intuition

- **Leveraging the latest insights into employee collaboration and motivation**

Using advanced analytics to promote cooperation and performance

- **Finding and maximizing important new sources of value**

Getting the right mix of human capital, management practices, policies, and technology

- **Systematically improving your hiring and incentive decisions**

Making better hiring predictions and leveraging shared rewards more successfully

The complete guide to improving HR decision-making through analytics

- Leverage advanced analytics and Big Data to build more equitable, collaborative, and successful organizations
- Improve selection, performance, collaboration, resource planning, and more
- Develop an analytical culture that consistently relies on facts and reality
- By James Sesil, the first expert to apply new research findings in Behavioral Economics, Psychology, and Advanced Analytics to HR decision making

Organizational success requires the best possible human capital decisions. Analytics can help you systematically optimize those decisions. Too many HR organizations settle for simple descriptive statistics and correlations, when they *could* be using analytics to drive value in virtually every HR function. Now, James C. Sesil offers a complete analytical blueprint for improving your most pivotal choices: how to hire,

reward, motivate, promote collaboration, uncover value, and improve performance.

Step by step, you'll learn how to apply well-proven analytic techniques to infuse strategic HR decision-making with unprecedented levels of objectivity and insight. This isn't about abandoning your hard-won human expertise and intuition. It's about complementing and strengthening them... to build organizations that are fairer, more merit-driven, and more effective.

About the Author

James C. Sesil is currently developing state-of-the-art HR decision support software utilizing the newest machine learning and AI technologies. He has ten years' experience teaching at the London School of Economics, Rutgers University, and City University of Hong Kong.

Sesil's work has won three best paper awards from the Academy of Management and the Labor and Employment Research Association and has been covered in *The New York Times*, *BusinessWeek*, and *The Financial Times*. He spent eight years in HR roles at Control Data, Honeywell, and Cargill, Inc., and he holds a Ph.D. from the London School of Economics.

Users Review

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Carmine Adams:

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