

FEATURES

7 Sourcing 360° Workforce Analytics

By Jamie Barrette, ClarityMatters

While companies are beginning to embrace the impact their human capital investment has on profitability, they are challenged when it comes to a systemic method of measuring ROI. True human capital management is achievable when all-inclusive 360° Workforce Analytics are available as reliable management tools.

13 Winning with Complexity While Navigating at Warp-Speed

By Saj-nicole A. Joni, Ph.D., Cambridge International Group Ltd.

The very nature of exploding communications and abundant, redundant information creates chaos in itself. Chaos that technology actually looks to avert becomes a congestion of “noise” by virtue of today’s over-abundance of communication through 24/7 asynchronous channels. How do you maintain a 50,000-foot perspective in the midst of information overload? Enter into this chaos Third Opinion counsel – the Third Opinion as an outside perspective uninfluenced by a personal agenda.

18 Oracle Buys PeopleSoft (and J.D. Edwards, too) – Now What Do I Do?

By Mark Rapiar, Watson Wyatt Worldwide

The ink on the Oracle/PeopleSoft deal is barely dry. This is a marvelous opportunity to create better HR through technology. Not only can you re-evaluate your IT infrastructure, you can re-examine your entire service delivery strategy. These opportunities do not come along very often. Create a goal for HR transformation and let that drive your HRMS selection, not the other way around. Take advantage of the times, make good things happen, learn much and enjoy the ride.

23 Growing the Business and Controlling Costs through Human Resources Management: A Case Study

By Debra Terry and Greg Stannard, BECU

Rapidly-growing Boeing Employees Credit Union (BECU) faced a common challenge; the need to control costs and provide superior service. Its employees had more than doubled in five years and its HR processes were consuming too much time and resources. This case study elaborates on BECU’s strategy to not only lower expenses and increase services, but also to utilize their HR staff in more strategic activities.



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**PUBLISHER
AND MANAGING EDITOR**
TOM FAULKNER
tomf@rector-duncan.com

COPY EDITOR
NEIL S. FAULKNER
rdneil@rector-duncan.com

PRODUCTION DIRECTOR
LISA BRAUD
lisab@niederwald.com

ADVERTISING MANAGER
PAT HUBER
rdpat@rector-duncan.com

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