

FEATURES



IHRIM.link Linking the World of Human Resource Information Management

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7 Putting the "Strategic" into Workforce Planning

By Stacy Chapman, Aruspex

Workforce planning is a vital and valuable process for organizations to undertake. Embedding it into your organization's business strategy process will enable you to recognize the roles critical to strategy delivery; to articulate your capability and capacity for delivering the strategy; and most importantly, to know you have the actions in place to deliver.

12 Out of the HR Closet and Into the Operational Spotlight

By David Stein, Workbrain

Because labor costs are the single biggest expense on the income statement in most industries, workforce performance is a major driver of corporate performance. Even seemingly small changes in workforce productivity can have a huge impact on the bottom lines of large organizations. By driving innovation in the front-line people-processes, HR can attain the full heights of its strategic value.

15 The Evolution of Organizational Charting: From Essential Charting to Strategic Platform

By Martin Sacks, HumanConcepts

From communicating roles and responsibilities to headcount reports and other HR analytics, we're now seeing org charting playing a critical role in regulatory compliance. The penalties for non-compliance, where timely customer communications are concerned, are getting steep and the issue is coming to the forefront in companies from all industry segments.

18 Today's Workforce Performance Management Systems: Have we Forgotten About the Employee?

By Rob Bernshiteyn, SuccessFactors

Achieving significant increases in employee engagement and performance efficiency is a real and timely challenge for the human resources community. The solutions required call for the right mix of process modification and supporting technologies. When selecting and deploying these chosen technologies, it is critical to not lose focus on arguably the most important constituent: the end user.

21 Creating a Performance-Driven Culture

By Tracy Martin, Saba and James Harvey, Consultant

Together, technology and business processes can bridge the gap between strategy and execution, driving the development of successful learning and reward programs that will ultimately be a competitive advantage, enabling people to become more effective and efficient in their roles and aligning business activities to increase shareholder value.

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By Elliott Witkin, Ultimate Software



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