

FEATURES



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Linking the World of Human Resource
Information Management

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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
lisabraud@txwinet.com

ADVERTISING MANAGER
PAT HUBER
phuber@rector-duncan.com

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7 Key Metrics Drive Talent Management Success

By Yves Lermusiaux, Taleo Research

Today, leading automated talent management solutions can provide scorecards that provide graphical interfaces of key metrics and trends. When well designed, scorecards focus only on actionable metrics that can be quickly reviewed to support quick responses for optimization.

12 Finding Hidden Gold: Using Business Intelligence to Mine Workforce Data

By Joanne Bintliff-Ritchie, DoubleStar, Inc.

In pursuit of overall improved financial results, early adoption of integrated workforce analytics will enable organizations to better leverage their knowledge resources, focus on high performer retention, drive accountability for workforce responsibilities, and focus workforce investments on high impact practices.

16 Predictive Modeling – The Yellow Brick Road to Strategic HR

By Kristie W. Evans, HR Logistics LLC

Harnessing the power of predictive modeling can be daunting. By utilizing predictive modeling, opportunities exist to quantify the impact of Human Resources and connect its efforts to the financial status and management of the firm. Human resource professionals need to begin to see themselves as risk managers who are strategically placed to manage the risk of employees.

20 If You Don't Know Where You're Going – Any Road Will Take You There

By Peter Howes and Brad Jorgensen, Infohrm

Demographic and social change in the external labor market and the effects of globalization demand that organizations prepare for a reconfiguration of their workforce profile. Current skills shortages will continue and are forecast to become worse, due to two major trends: workforce aging, and the labor supply gap. Companies must critically evaluate where they have their greatest human capital risk exposure and commence planning and executing on response strategies.

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