

## FEATURES



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Linking the World of Human Resource Information Management

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*IHRIM.link* (ISSN 1089-991X, USPS 011-209) is published bi-monthly for the International Association for Human Resource Information Management by Futura Publishing LLC, 6205 Bull Creek Road, Austin, TX 78757. Subscription price is US\$60 per year; US\$20 for IHRIM members. Single copies are US\$10 for non-members. Periodicals Postage Paid Austin, TX and additional mailing offices. POSTMASTER: Send address changes to IHRIM.link, 6205 Bull Creek Road, Austin, TX 78757. Printed in U.S.A.

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By Tim Lett, Axsium Group Inc.

Done successfully, the benefits of an enterprise workforce management (WFM) solution are significant. The hard cost savings and productivity improvements related to how employees are scheduled, deployed, and compensated can result in investment paybacks measured in months, not years.

### 12 People, Productivity, and Profit: Why Workforce Management is the Next Strategic Performance Advantage for Manufacturers

By David Caruso, David Caruso & Associates, Inc.

The dynamics of global manufacturing demand that companies anticipate and respond to their customers' needs, and to the fluctuations in the greater market, if they are to ensure optimal operating results. Therefore, workforce optimization, including use of automated workforce management tools, is very likely the next most important technology frontier for manufacturers.

### 16 Workforce Analytics: Driving Talent Management Strategies through Workforce Data

By Tim Phoenix, Bradd Craver and Ashish H. Desai, Deloitte Consulting L.L.P.

There are many dimensions to the talent crisis. We believe that through the use of workforce analytics, companies can drive the development of talent management strategies and increase the likelihood that they have the right people, with the right skills, at the right time for achieving their strategic business goals.

### 20 Workforce Analytics: Enabling HR Transformation

By Bruce T. Johnson and Bert Pereboom, IBM Global Business Services

Workforce analytics can only reach its full potential when driven by HR leadership that shares a strategic vision of the business and a commitment to providing the clearest HR information and insight possible to all key decision-makers. It's a daunting challenge, but one that HR executives must take up if they want to deliver full value to their organizations.

### 24 Preparing for International Deployments – It's More than Just Speaking the Language

By Seery Maggio and Allan Matos, BearingPoint

Many companies underestimate the amount of preparation and investment it takes to build the necessary framework for international project success. In today's rapid deployment environments, preparing adequately for international assignments is a constant challenge, but it is well worth the investment in achieving success.

### 28 Tools for Managing the Effects of Fatigue on Workforce Performance

By Samuel Moise, NTI, Inc.

Achieving and maintaining a competitive business advantage often depends upon the swift identification of impediments to workforce productivity. Fatigue management is an emerging area of interest as fatigue results in billions of dollars from errors, lost productivity and lost competitive advantage. This article provides an introduction to a new technology and its role in workforce scheduling and optimization.

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