

## Beyond Hr The New Science Of Human Capital

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Beyond HR: The New Science of Human Capital. Boston: Harvard Business School Press. 258 pages Michael C. Sturman. Cornell University's School of Hotel Administration. Search for more papers by this author. Michael C. Sturman. Cornell University's School of Hotel Administration.

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**Beyond HR: The New Science of Human Capital: 9781422104156**...

In the book Beyond HR: The New Science of Human Capital, John Boudreau and Pete Ramstad make a case for sharper focus, such as better needs analysis when it comes to employee retention After all, organizations aim to retain top performers and ... The new age: artificial intelligence for human resource ... Human resources executives have faith that merging AI into HR Beyond the novel benefits of AI, we show how this innovative technology can be the

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In BEYOND HR: The New Science of Human Capital (Harvard Business School Press; June 19, 2007) Dr. John W. Boudreau and Peter M. Ramstad introduce this new decision science which they call talentship . Through talentship, organizations move beyond today's reactive mind set of plann ing and budgseting for headcount, programs and HR costs, – and build organization effectiveness by improving decisions that affe ct or depend on human capital and where they make ...

**CONTACT: Julie Devoll Harvard Business School Press P**...

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This book introduces the idea that the vital future frontier for HR lies not within the HR profession, but "Beyond HR" in the thousands of decisions made by leaders and employees about their own human capital and the human capital under their stewardship. It introduced the concept of pivotal roles, Efficiency-Effectiveness-Impact, and the lessons from the professions of finance and marketing, for the evolution and future of HR.