

Author of the Bestseller *Human Resource Planning*

John Bramham

Benchmarking For People Managers



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Paul Philip Rux



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Strategic Human Capital Management Jon Ingham,2007-02-07 Strategic human capital management HCM is not just a measurement focused approach to human resource management HRM It is certainly not a decision science in which people can be managed as a result of quantitative analysis and financial valuation In fact it is probably more of an art than a science and is a way of leading people to unlock great business performance Strategic HCM focuses all people management and development practices on maximizing the capability and engagement of the people working for an organization to create valuable intangible capability human capital which enables the organisation to take full advantage of potential business opportunities Unlike HRM which focuses on getting closer and closer to the business strategic HCM draws its energy from people from their individual strengths interests and motivations which aligned with long term business strategy can increasingly provide the main basis for differentiation and competitive advantage However the perspective also recognizes that measurement is important and the book outlines an approach to measurement which recognizes the importance of knowledge complexity best fit and intangibility Pulling together seemingly disparate strands of thinking the book calls for a paradigm change in which people really are seen as an organisation s most important asset and are managed in a way that reflects this fact The text includes case studies from leading private and public sector organizations and commentary from HR practitioners and academics **Benchmarking Total Quality Management Databases for Higher Education** Paul

Philip Rux,1994 Benchmarking, Evaluation and Strategic Management in the Public Sector ,1997 Benchmarking For People Managers , *A National Benchmark Study on the Attitudes of the American Work Force* Wyatt Company,1991

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