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human capital systems analytics and data mining provides human capital professionals researchers and students with a comprehensive and portable guide to human capital systems analytics and data mining the main purpose of this book is to provide a rich tool set of methods and tutorials for human capital management systems hcms database modeling analytics interactive dashboards and data mining that is independent of any human capital software vendor offerings and is equally usable and portable among both commercial and internally developed homs the book begins with an overview of homs including coverage of human resource systems history and current hcms computing environments it next explores relational and dimensional database management concepts and principles hcms instructional databases developed by the author for use in graduate level hcms and compensation courses are used for database modeling and dashboard design exercises exciting knowledge discovery and research tutorials and exercises using online analytical processing olap and data mining tools through replication of actual original pay equity research by the author are included new findings concerning gender based pay equity research through the lens comparable worth and occupational mobility are covered extensively in human capital metrics analytics and data mining chapters

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this full color step by step guide is the perfect introduction for the novice genealogist to this extremely popular hobby

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the 5th edition of e marketing treats the subject as traditional marketing with a twist the internet and other technologies have had a profound effect on the way we do business this transformation has resulted in new business techniques that add customer value build customer relationships and increase company profitability stressing product pricing distribution and promotion the authors use a strategic perspective and give many important practices not covered in previous editions namely blogs social networking online branding and search marketing point of purchase scanning devices databases and other offline technologies are discussed for anyone interested in learning more about electronic marketing this is an excellent handbook its comprehensive glossary makes this a must have reference

features skills oriented series each chapter opens with a visual summary followed by 8 skill lessons per chapter material is broken up in small bits of information leading to a complete project per chapter students will focus on learning office skills with strong end of chapter for additional reinforcement perfect for short courses continuing education and individual application courses extensive end of chapter material includes practice and challenge reinforcement exercises typical competitors advantage series mcgraw learning series mcgraw illustrated series mcgraw benchmark series paradigm

a failure or accident brings your business to a sudden halt how did it happen what s at the root of the problem what keeps it from happening again good detective work is needed but how do you go about it in this new book industry pioneer fred forck s seven step cause analysis methodology guides you to the root of the incident enabling you to act effectively to avoid loss of time money productivity and quality from 30 years of experience as a performance improvement consultant self assessment team leader and trainer fred forck cpt understands what you need to get the job done he leads you through a clear step by step process of root cause evaluation quality improvement and corrective action using these straightforward tools you can avoid errors increase reliability enhance performance and improve bottom line results while creating a resilient culture that avoids repeat failures the key phases of this successful cause analysis include scoping the problem investigating the factors reconstructing the story establishing contributing factors validating underlying factors planning corrective actions reporting learnings at each stage cause analysis manual incident investigation method and techniques gives you a wealth of real world examples models thought provoking discussion questions and ready to use checklists and forms the author provides references for further reading hundreds of illustrative figures tables and diagrams a full glossary of terms and acronyms professional index you know that identifying causes and preventing business disrupting events isn t always easy by following fred forck s proven steps you will be able to identify contributing factors align organizational behaviors take corrective action and improve business performance are you a professor or leader of seminars or workshops on confirmed course adoption of cause analysis manual incident investigation method and techniques you will have access to a comprehensive professional instructor s manual

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