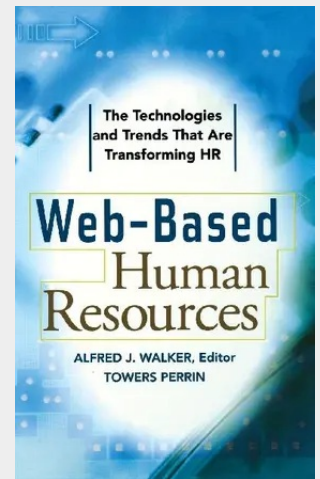


Web-Based Human Resources

The Technologies and Trends That Are Transforming HR

How to Implement and Manage Today's Web-Based HR Initiatives From the Experts at Towers Perrin Human resources management in the 21st century has been transformed by the Web. Paper-based, "central-office" record keeping systems are rapidly being replaced by powerful, Web-centered information systems and portal technologies, designed to deliver a wide array of self-service personal and professional information to individual users and employees. For HR professionals who want to take advantage of these dramatic new innovations but don't know where to start or who to ask Web-Based Human Resources is Towers Perrin's comprehensive overview of today's reengineered HR environment. Articles written by Towers Perrin consultants the thought leaders in today's global HR environment feature in-depth coverage of: - The building blocks of Web-Based HR - Proven techniques to designing and implement Web-Based HR - Key trends and technologies that are just over the HR horizon Web-based technologies are changing the HR department from a function immersed in administration activities to an essential management partner. Web-Based Human Resources demonstrates what a newly designed Web-based HR department looks like, how it functions, and how to implement portal technologies for lower overall costs and higher employee satisfaction. "The emergence of HR portals and self-service technologies have created a major new opportunity for the HR function. With these solutions, and the reengineering and e-Engineering methodologies that go hand in hand, organizations can at last alter the HR structure and roles to provide more support to the line businesses; reduce HR delivery costs; and develop new and exciting services for their customers. At the same time, HR can give them more personalized plans and programs." From the Introduction Improved support and service combined with reduced costs are the major drivers of the current move to Web-based human resources. Powerful tools for providing easy-to-access information as well as building more productive workforces, these technologies are changing the ways that human resources departments around the world are organized and managed, as well as how they will address the needs of the workforce of the future. Web-Based Human Resources combines the expert knowledge of Towers Perrin professionals with the real-world experiences of some of today's leading global organizations to answer virtually every question in this exciting new area. A hands-on compendium of knowledge, principles, and best-practice approaches for fully understanding and implementing the principles and practices of Web-based HR technologies, this concise yet comprehensive book covers: - HR self-service for both managers and employees - Recruiting and staffing on the Web - Implementing Web-based knowledge management - Setting HR technology strategy and Web architecture - Workflow software - How to implement a HR service center - Outsourcing in the Internet era - Knowledge Management, and much more Web-based technologies allow for faster, easier delivery of critical HR services to both employees and management. At the same time, employee self-service initiatives, call centers, help desks, and new outsourcing arrangements have made HR roles more strategic and less administrative than at any time in the past. Whether you are struggling to manage a new Web-based system, or simply developing a solid business case to obtain the budget and management support for major initiatives, Web-Based Human Resources provides concrete tips for deciding which approaches will work best in your organization, explains the HR technologies that most organizations will have to implement in order to stay competitive, and provides a preview of what the future holds for both the HR function and the global business infrastructure as a whole.

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