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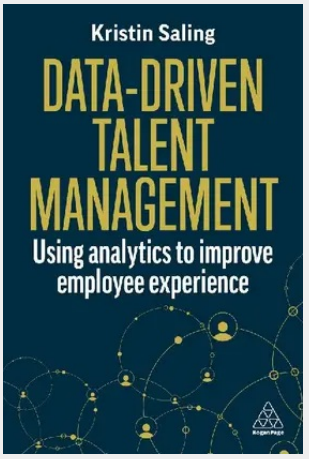
Data-Driven Talent Management

Using Analytics to Improve Employee Experience



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How can I use insights from people data to develop an inclusive, engaged, high-performing workforce? What data is available and how do I collect it ethically? ***Data-Driven Talent Management*** is a practical guide for HR professionals which answers these questions. It outlines effective data collection and analysis methods as well as showing how to develop metrics and key performance indicators to support employee experience. It also provides guidance on how to build a comprehensive talent database by understanding different employee experiences, attributes, skills and journeys. In addition, there is also essential advice on how to leverage data to improve motivation and employee engagement, use data to assess different thought and work styles in the workforce and use the results to build a diverse and inclusive organization that allows all employees and the business to thrive. Full of tools, tips and frameworks and written by a professional who is implementing a data-driven approach to talent management for the US Army, the world's largest employer, this is essential reading for all mid-level and senior HR practitioners.

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