Predictive Analytics for Human Resources
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## DESCRIPTION

Create and run a human resource analytics project with confidence

For any human resource professional that wants to harness the power of analytics, this essential resource answers the questions: "Where do I start?" and "What tools are available?" *Predictive Analytics for Human Resources* is designed to answer these and other vital questions. The book explains the basics of every business—the vision, the brand, and the culture, and shows how predictive analytics supports them. The authors put the focus on the fundamentals of predictability and include a framework of logical questions to help set up an analytic program or project, then follow up by offering a clear explanation of statistical applications.

*Predictive Analytics for Human Resources* is a how-to guide filled with practical and targeted advice. The book starts with the basic idea of engaging in predictive analytics and walks through case simulations showing statistical examples. In addition, this important resource addresses the topics of internal coaching, mentoring, and sponsoring and includes information on how to recruit a sponsor. In the book, you'll find:

- A comprehensive guide to developing and implementing a human resource analytics project
- Illustrative examples that show how to go to market, develop a leadership model, and link it to financial targets through causal modeling
- Explanations of the ten steps required in building an analytics function
- How to add value through analysis of systems such as staffing, training, and retention
For anyone who wants to launch an analytics project or program for HR, this complete guide provides the information and instruction to get started the right way.

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🚨 ABOUT THE AUTHOR

**JAC FITZ-ENZ, P HD**, is founder and Chief Executive Officer of Human Capital Source, Inc. He founded the Saratoga Institute in Santa Clara, California after holding human resource positions at several major technology and financial services companies. He is widely regarded as the father of human capital strategic analysis, having published the first HR metrics in 1978 and the first international HR benchmarks in 1985.

**JOHN R. MATTOX II, P HD**, is Director of Research at KnowledgeAdvisors. He is a former Associate Director of Performance Management at KPMG, Manager of Learning Effectiveness at PricewaterhouseCoopers, and a Manager at Arthur Andersen.

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