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Close performance gaps
Understand when to use
performance analytics Create
opportunities for growth, tailored
to the individual Overcome and
avoid burnout on your team Arm
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to succeed on the job, with the
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HR metrics and organizational people-related data are an invaluable source of information from which to identify key trends and patterns in order to make effective business decisions. HR practitioners often, however, lack

the statistical and analytical knowhow to fully harness their potential. Predictive HR Analytics provides a clear, accessible framework with which to understand and work with people analytics and advanced statistical techniques. Step-by-step and by using worked examples, this book shows readers how to carry out and interpret analyses of various forms of HR data, such as employee engagement, performance and turnover, using the statistical packages SPSS (with R syntax provided), and, importantly, how to use the results to enable practitioners to develop effective evidence-based HR strategies. This second edition of Predictive HR Analytics has been updated to include new Page 20/34

material on machine learning, biased algorithms, data protection and GDPR considerations, a new example using Kaplan Meier Survival analyses for tenure/turnover modelling and updated screenshots and examples with SPSS version 25. It is supported by a new appendix showing main R coding for the focal analyses approaches in the book, and online resources consisting of SPSS and Excel data sets and R syntax with worked case study examples.

Drawing on recent "event history" analytical methods from biostatistics, engineering, and Page 21/34

sociology, this clear and comprehensive monograph explains how longitudinal data can be used to study the causes of deaths, crimes, wars, and many other human events. Allison shows why ordinary multiple regression is not suited to analyze event history data, and demonstrates how innovative regression - like methods can overcome this problem. He then discusses the particular new methods that social scientists should find useful.

A year's worth of management wisdom, all in one place. We've reviewed the ideas, insights, and best practices from the past year of Harvard Business Review to keep you up-to-date on the most

cutting-edge, influential thinking driving business today. With authors from Marcus Buckingham to Amy Edmondson and company examples from Lyft to Disney, this volume brings the most current and important management conversations right to your fingertips. This book will inspire you to: Rethink whether constant, candid feedback really helps employees thrive Move beyond diversity and inclusion to creating a racially just workplace Adopt connected strategies that anticipate your customers' needs Navigate the challenges of dualcareer relationships Understand when data creates competitive advantage—and when it doesn't Break through the organizational barriers that impede AI initiatives Page 23/34

Lead in a new era of climate action This collection of articles includes "The Feedback Fallacy," by Marcus Buckingham and Ashley Goodall; "Cross-Silo Leadership," by Tiziana Casciaro, Amy C. Edmondson, and Sujin Jang; "Toward a Racially Just Workplace," by Laura Morgan Roberts and Anthony I. Mayo: "The Age of Continuous Connection," by Nicolaj Siggelkow and Christian Terwiesch; "The Hard Truth about Innovative Cultures," by Gary P. Pisano; "Creating a Trans-Inclusive Workplace," by Christian N. Thoroughgood, Katina B. Sawyer, and Jennica R. Webster; "When Data Creates Competitive Advantage," by Andrei Hagiu and Julian Wright; "Your Approach to Page 24/34

Hiring Is All Wrong," by Peter Cappelli; "How Dual-Career Couples Make It Work," by Jennifer Petriglieri; "Building the Al-Powered Organization," by Tim Fountaine, Brian McCarthy, and Tamim Saleh; "Leading a New Era of Climate Action," by Andrew Winston; and "That Discomfort You're Feeling Is Grief," by Scott Berinato.

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their strengths and weaknesses, and achieve their best scores on the TABE test. Recommended by Test Prep Experts Visit www.EffortlessMath.com for Online Math Practice

What people get out of social media—and how businesses can get more out of it Almost no one had heard of social media a decade ago, but today websites such as Facebook, Twitter, and LinkedIn have more than 1 billion users and account for almost 25 percent of Internet use. Practically overnight, social media seems indispensable to our lives—from friendship and dating to news and business. What makes social media so different from traditional media?

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Answering that question is the key to making social media work for any business, argues Miko?aj Piskorski, one of the world's leading experts on the business of social media. In A Social Strategy, he provides the most convincing answer yet, one backed by original research, data, and case studies from companies such as Nike and American Express. Drawing on his analysis of proprietary data from social media sites, Piskorski argues that the secret of successful ones is that they allow people to fulfill social needs that either can't be met offline or can be met only at much greater cost. This insight provides the key to how companies can leverage social platforms to create a sustainable Page 29/34

competitive advantage. Companies need to help people interact with each other before they will promote products to their friends or help companies in other ways. Done right, a company's social media should benefit customers and the firm Piskorski calls this "a social strategy," and he describes how companies such as Yelp and Zynga have done it. Groundbreaking and important, A Social Strategy provides not only a story- and data-driven explanation for the explosion of social media but also an invaluable, concrete road map for any company that wants to tap the marketing potential of this remarkable phenomenon.

Over the last 30 years. hydrographical marine surveys in the English Channel helped uncover the potential wreck sites of German submarines, or Uboats, sunk during the conflicts of World War Land World War II Through a series of systemic dives, nautical archaeologist and historian Innes McCartney surveyed and recorded these wrecks, discovering that the distribution and number of wrecks conflicted with the published histories of U-boat losses. Of all the U-boat war losses in the Channel, McCartney found that some 41% were heretofore unaccounted for in the historical literature of World War Land World War II. This book reconciles these inaccuracies with the

archaeological record by presenting case studies of a number of dives conducted in the English Channel. Using empirical evidence, this book investigates possible reasons historical inconsistencies persist and what Allied operational and intelligencebased processes caused them to occur in the first place. This book will be of interest to scholars and researchers in the fields of nautical archaeology and naval history, as well as wreck explorers.

An initial public offering (IPO) is one of the most significant events in corporate life. It follows months, even years of preparation. During the boom years of the late 1990s bull

market, IPOs of growth companies captured the imagination and pocketbooks of investors like never before. This book goes behind the scenes to examine the process of an offering from the decision to go public to the procedures of a subsequent equity offering. The book is written from the perspective of an experienced investment banker describing the hows and whys of IPOs and subsequent equity issues. Each aspect of an IPO is illustrated with plenty of international examples pitched alongside relevant academic research to offer a combination of theoretical rigour and practical application. Topics covered are: the decision to go public - legal and regulatory aspects of an Page 33/34

offering; marketing and research - valuation and pricing - allocations of shares to investors - examination of fees and commissions \* Global perpective: UK, European and US practices, regulations and examples, and case studies \* First hand experience written by an IPO trader with academic rigour \* Includes the changes in the market that resulted from 1998-2000 equity boom

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