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Practical HR has been providing HR Consultancy services to SME's since 2002. We pride ourselves on taking a pragmatic and commercial approach to HR and understanding the needs of SME's. Our practical approach also means that we are always looking for easier and more effective ways of doing things.

About - Practical HR

A ' competency framework ' is a structure that sets out and defines each individual competency (such as problem-solving or people management) required by individuals working in an organisation or part of that organisation. In the past, HR professionals have tended

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to draw a clear distinction between 'competences' and 'competencies'.

Competence & Competency Frameworks | Factsheets
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Originally published on 07/17/2018 on The SHRM Blog
Just hearing the word "analytics" is enough to send some HR professionals running. Data analytics can be daunting, confusing, over-complicated and sometimes downright scary. Luckily, *The Practical Guide to HR Analytics: Using Data to Inform, Transform and Empower HR Decisions* (SHRM, 2018) decodes data analytics in a simple, easy-to-follow...

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Financial and Managerial Aspects in HRM: A Practical Guide breaks new ground by being the first to compile

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In 1995 the first edition of Performance Consulting introduced a concept which has since become a cornerstone of the human resource, learning and organizational development fields: training and HR solutions do not take place in a vacuum but must be tied to an organization's business goals. Performance consulting is a process in which a client and consultant partner to achieve business goals by optimizing workgroup performance. In this updated edition, Dana

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and Jim Robinson draw on what they've learned since the first edition was published twelve years ago, providing both a robust conceptual framework and improved tools and techniques to help the reader move from the traditional role to that of a Performance Consultant. They show readers how to form partnerships with management, help to identify performance required to ensure that business goals are achieved and assist management in taking actions needed for performance to change. They also illustrate the “how-to ’ s ” for assisting management to identify the performance required to achieve business goals; and determining the degree to which the work environment supports and encourages the performance required.

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Effective HR and learning consultants master both the “ science ” (the analytical and assessment techniques) and the “ art ” (the consultative and partnering practices) of performance consulting. For the science of performance consulting, dozens of analytic tools, templates and assessment techniques are provided in the book. Regarding the art, the Robinsons describe the concepts and practices of ACT—building Access, Credibility and Trust—with business managers. In addition, two brand new chapters are dedicated to the skills of reframing requests for solutions into discussion of business goals and performance requirements; and Initiating business goals discussions with business managers and identifying strategic

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opportunities to partner with those managers in a proactive manner. Performance Consulting Toolkit - The second edition of Performance Consulting references graphic and adaptable tools that can be downloaded to support the performance consulting work the Robinsons describe. These tools are available to purchase and download from this product page. See the Table of Contents link for the full listing of the tools. Some tools (in Adobe PDF) can be printed and shared; others (in Microsoft Word) can be adapted to your specific needs and application requirements.

Written for human resource professionals, trainers, and managers, Using Individual Assessments in the

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Workplace is an easy-to-read and easy-to-apply manual for using assessment tools. Step by step this much-needed resource leads the reader through the often complex processes of job analysis, test selection, test administration and interpretation, and decision making. The authors—Leonard D. Goodstein and Erich P. Prien—are leading experts in the field of workplace assessment. In this book they present a comprehensive resource that offers an introduction to individual assessment, shows how to collect and analyze assessment data (including a five-step model for conducting this process), reveals how to perform psychological measurement, develop and integrate individual assessment data, and report individual

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Traditionally seen as a purely people function unconcerned with numbers, HR is now uniquely placed to use company data to drive performance, both of the people in the organization and the organization as a whole. Data-Driven HR is a practical guide which enables HR professionals to leverage the value of the vast amount of data available at their fingertips. Covering how to identify the most useful sources of data, collect information in a transparent way that is in line with data protection requirements and turn this data into tangible insights, this book marks a turning point for the HR profession. Covering all the key

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elements of HR including recruitment, employee engagement, performance management, wellbeing and training, Data-Driven HR examines the ways data can contribute to organizational success by, among other things, optimizing processes, driving performance and improving HR decision making. Packed with case studies and real-life examples, this is essential reading for all HR professionals looking to make a measurable difference in their organizations.

How do I balance delivery of the HR strategy with the needs of the business? How can I solve key people issues while also becoming a true strategic HR business partner? This book has the answers. Packed

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with expert advice, The HR Business Partner Handbook explains how HR Business Partners can be both the go-to people expert needed by employees and the trusted strategic ally needed by the business. This book covers how to develop an authoritative knowledge of HR practice as well as deep understanding of what the organization does and its business goals. It includes guidance on all the people fundamentals needed as well as the importance of empathy, humility and how to demonstrate leadership on moral and ethical issues. It also covers how to adapt advice and activity for different stakeholders. This book explains how to identify the root of an HR issue and not just treat the symptoms and most importantly, how to develop

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solutions that work for an organization and its people. There is practical guidance on how to develop a strategic mindset, learn what to start doing and what to stop. It also features an assessment of the common pitfalls and intra-profession challenges and how HR business partners should seek to approach them. Written by an HR Business Partner, for HR Business Partners, this is an indispensable guide for everyone wanting to excel in this role and drive improvement in an organization, its leaders and HR. Finally, a 'how-to' guide for HR business partners at every stage of their career!

Use this introductory guide to get to grips with people

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analytics and learn how to find, collect, analyze and use your data to add business value.

Presenting the first book that provides HR professionals with a context for understanding the importance of doing a proper job analysis together with a step-by-step guide to conducting such an analysis. This unique guide contains a series of eight ready-to-use templates that provide the basis for conducting job analyses for eight different levels of job families, from the entry-level to the senior manager/executive.

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