

# List of the Books Available to HR

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The following is the list of the books available to HR representatives of the companies who purchased Gold or higher level membership at [www.JobFinder.am](http://www.JobFinder.am) Career Portal. Please contact JobFinder.am support team by Email: [support@jobfinder.am](mailto:support@jobfinder.am) or by Phone: +374 10 350111, if you are interested in lending any of the books.

1. **THE FUTURE OF HUMAN RESOURCE MANAGEMENT: 64 THOUGHT LEADERS EXPLORE THE CRITICAL HR ISSUES OF TODAY AND TOMORROW [HARDCOVER]** By: Mike Losey (Editor).

**Book Details:** Hardcover: 448 pages, Publisher: Wiley, 1 edition (May 2, 2005), Language: English, ISBN-10: 0471677914, ISBN-13: 978-0471677918

## **Product Description**

Sixty-three stellar academics, consultants, and practitioners look at the future of human resources. The follow-up to the bestselling Tomorrow's HR Management (0-471-19714-9), this book presents an international panel of expert contributors who offer their views on the state of HR and what to expect in the future. Topics covered include HR as a decision science, understanding and managing people, creating and adapting organizational culture, the effects of globalization, collaborative ventures, and investing in the next generation. Like its bestselling predecessor before it, The Future of Human Resource Management offers the very best thinking on the future of HR from the most respected leaders in the field.

## **About the Author**

**MICHAEL R. LOSEY, SPHR, CAE**, is President of MikeLosey.com, as well as a former president of the Society for Human Resource Management and of the World Federation of Personnel Management Associations.

**SUSAN MEISINGER, Esq., SPHR**, is President and CEO of the Society for Human Resource Management, current Secretary General of the World Federation of Personnel Management Associations, and former Deputy Undersecretary of the U.S. Department of Labor.

**DAVE ULRICH, PhD**, professor at the University of Michigan and renowned expert in management education, is the author of twelve books, including Why the Bottom Line Isn't!, also from Wiley.

2. **THE HR VALUE PROPOSITION [HARDCOVER]** By: David Ulrich (Author), Wayne Brockbank (Author).

**Book Details:** Hardcover: 316 pages, Publisher: Harvard Business School Press; 1 edition (June 30, 2005), Language: English, ISBN-10: 1591397073, ISBN-13: 978-1591397076

**Product Description**

The leading thinker in the field of human resources - and author of the bestselling "HR Champions" - outlines a blueprint that will make HR professionals true strategic partners in their firms. Dave Ulrich's "HR Champions" defined the agenda for HR professionals in the 1990s. That book has gone on to become one of the Press' strongest sellers, with nearly 120,000 copies sold to date. This book lays out a new agenda for HR in the 21st century, revealing how HR pros can transform themselves into corporate strategists who create value not just for employees and managers - but for investors and customers as well. HR's leading thinkers provide a blueprint for the future. The international bestseller "Human Resource Champions" helped set the HR agenda for the 1990s and enabled HR professionals to become strategic partners in their organizations. But earning a seat at the executive table was only the beginning. Today's HR leaders must also bring substantial value to that table. Drawing on their sixteen-year study of over 29,000 HR professionals and line managers, leading HR experts Dave Ulrich and Wayne Brockbank propose The HR Value Proposition. The authors argue that HR value creation requires a deep understanding of external business realities and how value is defined by key stakeholders both inside and outside the company. They provide practical tools and worksheets for leveraging this knowledge to create HR practices, build organisational capabilities, design HR strategy, and marshal resources that create value for customers, investors, executives, and employees. Written by the field's premier trailblazers, this book charts the path HR professionals must take to help lead their organizations into the future.

**About the Author**

**Dave Ulrich** is a professor at the University of Michigan School of Business and the author of twelve books and more than a hundred articles on the subject of human resources. **Wayne Brockbank** is a clinical professor of business at the University of Michigan School of Business, the author of award-winning papers on HR strategy, and an adviser to top global organizations.

3. **ROADMAP TO STRATEGIC HR: TURNING A GREAT IDEA INTO A BUSINESS REALITY [HARDCOVER]** By: David Ulrich (Author), Wayne Brockbank (Author).

**Book Details:** Hardcover: 272 pages, Publisher: AMACOM (November 4, 2005), Language: English, ISBN-10: 0814408672, ISBN-13: 978-0814408674

**Product Description**

For all the theories and talk about making human resources a strategic component of business, in most organizations it's still viewed as a support function - and a costly one at that. This book presents a nine-step roadmap to making HR a true strategic partner, drawn from the author's years of experience at major organizations. "Roadmap to Strategic HR" is a practical process for turning human resources into a crucial component of success - from a HR professional who really did it. The author has successfully implemented strategic human resources at several high-profile and profitable corporations, most notably Hallmark.

**About the Author**

**Ralph Christensen** (Leawood, KS) was Senior Vice President at Hallmark and vice president of HR at Wyatt Company and Digital Equipment Corp. (DEC). He is now a consultant, with clients in the United States, Asia, and Germany.

4. **FINANCIAL INTELLIGENCE FOR HR PROFESSIONALS: WHAT YOU REALLY NEED TO KNOW ABOUT THE NUMBERS [PAPERBACK]** By: Karen Berman (Author).

**Book Details:** Paperback: 256 pages, Publisher: Harvard Business School Press (April 22, 2008), Language: English, ISBN-10: 1422119130, ISBN-13: 978-1422119136

**Product Description**

As an HR manager, you're expected to use financial data to make decisions, allocate resources, and budget expenses. But if you're like many human resource practitioners, you may feel uncertain or uncomfortable incorporating financial numbers into your day-to-day work.

In Financial Intelligence for HR Professionals, Karen Berman and Joe Knight tailor the groundbreaking work they introduced in their book Financial Intelligence: A Manager's Guide to Knowing What the Numbers Really Mean to present the essentials of finance specifically for HR experts.

Drawing on their work training tens of thousands of managers and employees at leading organizations worldwide, Berman and Knight provide you with a deep understanding of the basics of financial management and measurement, along with hands-on activities to practice what you are reading. You'll discover:

- Why the assumptions behind financial data matter
- What your company's income statement, balance sheet, and cash flow statement really reveal
- How to use ratios to assess your company's financial health
- How to calculate return on investment
- Ways to use financial information to support your business units and do your own job better
- How to instill financial intelligence throughout your team

Authoritative and accessible, this book empowers you to "talk numbers" confidently with your boss, colleagues, and direct reports--and with the finance department.

**About the Author**

Karen Berman and Joe Knight founded the Business Literacy Institute. They train managers at some of America's biggest and best-known companies. John Case has written or collaborated on several successful books. He has also written for Inc., Harvard Business Review, and other business publications.

5. **BEYOND HR: THE NEW SCIENCE OF HUMAN CAPITAL [HARDCOVER]** By: John W. Boudreau (Author), Peter M. Ramstad (Author).

**Book Details:** Hardcover: 258 pages, Publisher: Harvard Business School Press (June 19, 2007), Language: English, ISBN-10: 142210415X, ISBN-13: 978-1422104156

#### **Product Description**

Beyond HR is the pivot point that illuminates the connection between business and HR strategy in a highly transparent, compelling, and pragmatic way. Boudreau and Ramstad make the case very effectively that talent is indeed a decision science. - *Ian Ziskin, Corporate Vice President, Chief Human Resources and Administrative Officer, Northrop Grumman Corporation*

Boudreau and Ramstad present a paradigm shift and a new leadership engine for today's and tomorrow's HR and business leaders. Like Ulrich's HR champions, their sustained research and practical testing has more firmly embedded HR management within top-tier organizational leadership. This major contribution to leadership practice will tangibly improve firms' competitive position. Boards should hold chief executives and HR officers accountable to understand and practice the lessons from Beyond HR. - *John D. Hofmeister, President and US Country Chair, Shell Oil Company*

Put away the organizational tarot cards! In Beyond HR, Boudreau and Ramstad effectively show that it is imperative for the HR profession to move from historically instinctive decision making to the analytical discipline that has existed with our functional colleagues for years. Our organizations' futures and our senior leaders' expectations urgently require that we all make this shift quickly. - *David A. Pace, Executive Vice President, Partner Resources, Starbucks*

Business leaders too often have vague or inconsistent ideas about where talent creates competitive advantage, so talent decisions provide situational rather than strategic solutions. Beyond HR creates a much-needed framework to connect strategic imperatives to talent strategy. The framework helps the entire executive committee to clarify both a must-read for all CEOs and chief HR officers. - *John S. Bronson, former Executive Vice President HR, Pepsi Cola Worldwide, and Senior Vice President HR, Williams-Sonoma, Inc.*

#### **About the Author**

**John W. Boudreau** is professor of management and organization at USC's Marshall School of Business and the research director at USC's Center for Effective Organizations. He has published more than 50 books and academic articles, including the best-selling textbook Human Resource Management in multiple languages worldwide (and now in its 8th edition). His research on the bridge between talent and competitive advantage is recognized worldwide and received the Academy of Management's New Concept and Human Resource Scholarly Contribution awards. He consults extensively with clients such as Citigroup, Corning, GE, JP Morgan Chase, Sun Microsystems and others. Prior to joining USC, he was Professor and Director of the Center for Advanced Human Resource Studies at Cornell University. **Peter M. Ramstad** is Executive Vice President for Strategy and Finance at Personnel Decisions International (PDI), a global human resources consulting firm known for building leadership talent. He has worked extensively with both HR and line leaders at all levels of several US and multinational organizations.

6. **THE TALENT MANAGEMENT HANDBOOK: CREATING ORGANIZATIONAL EXCELLENCE BY IDENTIFYING, DEVELOPING, AND PROMOTING YOUR BEST PEOPLE [HARDCOVER]** By: Lance A. Berger (Author), Dorothy R. Berger (Author).

**Book Details:** Hardcover: 450 pages, Publisher: McGraw-Hill; 1 edition (October 1, 2003), Language: English, ISBN-10: 0071414347, ISBN-13: 978-0071414340

### **Product Description**

The Talent Management Handbook explains how organizations can identify and get the most out of high-potential people by developing and promoting them to key positions.

The book explains:

1. A system for integrating three human resources building blocks: organizational competencies, performance appraisal, and forecasting employee/manager potential
2. Six human resources conditions necessary for organization excellence
3. How to link your employee assessment process to career planning and development

The Talent Management Handbook will help you design career plans that boost employee morale, as well as create and sustain excellence in your organization. It is full of simple, efficient, easy-to-follow methods for assessing, planning, and developing high-value people to meet your organization's current and future needs. And it will help you combine your organization's diverse human resources activities into a single, cogent system.

Featuring best practices from leading companies as well as contributions from field experts who hold top positions in such leading HR consultancies as AON Consulting, The Hay Group, Hewitt Associates, Right Management Consulting, Sibson Consulting, and Towers Perrin, The Talent Management Handbook is an authoritative resource for creating and maintaining excellence in your organization through people management.

### **About the Author**

**Lance A. Berger** is a management consultant specializing in talent management, change management and compensation. A former general partner for the largest compensation practice worldwide at The Hay Group, he co-wrote and co-edited The Compensation Handbook. The Change Management Handbook, and Deengineering The Corporation. He has been a featured speaker at the United Nations, The Conference Board, American Management Association, and the American Compensation Association.

**Dorothy R. Berger** is a consultant in talent management. She co-edited The Compensation Handbook, Fourth Edition, The Change Management Handbook and Deengineering The Corporation. She is the editor for in-house newsletters and publications.

7. **HIGH-IMPACT INTERVIEW QUESTIONS: 701 BEHAVIOR-BASED QUESTIONS TO FIND THE RIGHT PERSON FOR EVERY JOB [PAPERBACK]** By: Victoria A. Hoevemeyer (Author).

**Book Details:** Paperback: 192 pages, Publisher: AMACOM (September 26, 2005), Language: English, ISBN-10: 0814473016, ISBN-13: 978-081447301

**Product Description**

Asking behavior-based questions is the best way to elicit useful information from potential job candidates. There's a big difference between asking someone how they might handle a hypothetical situation, and saying, "Tell me about a time you..." By having applicants describe specific situations from their own experience, human resources professionals and hiring managers can better determine whether individuals possess the skills required for the job. But developing such questions can be time consuming and difficult. High-Impact Interview Questions contains 701 questions for readers to use or adapt, matched to in-demand skills such as customer focus, motivation, initiative, adaptability, teamwork, and more. Readers can go quickly to the particular skills they want to measure and find just the right tough but necessary questions to ask.

**About the Author**

**Victoria A. Hoevemeyer** (Palatine, IL) is Manager, Organizational Effectiveness, with APAC Customer Services. She has more than 20 years' experience as a specialist in organizational development and training, and has helped many organizations make the conversion from traditional to behavior-based interviewing.

8. **HR COMPETENCIES: MASTERY AT THE INTERSECTION OF PEOPLE AND BUSINESS [PAPERBACK]** By: Dave Ulrich (Author).

**Book Details:** Paperback: 288 pages, Publisher: Society For Human Resource Management (March 1, 2008), Language: English, ISBN-10: 1586441132, ISBN-13: 978-1586441135

**Product Description**

Practical and concise, this guide provides an overview of the knowledge, skills, and values that successful human resource (HR) professionals demonstrate in all types of positions, companies, and geographies. The techniques help those professionals architect, coach, design, and facilitate programs for effective operations resulting in more efficient and content organizations. Answering such questions as *What makes a successful HR professional? Which HR competencies have the most impact on performance? How do they affect business performance?, and How do HR departments affect individuals?* this comprehensive and empirical book offers advice for every HR professional—making them more successful, effective, and valuable to their companies.

**About the Author**

**Dave Ulrich** is a professor of business at the University of Michigan and a cofounder of The RBL Group. He is the author of 13 books and more than 100 articles, including *The Future of Human Resource Management*, *How Leaders Build Value*, and *Leadership Brand*. He lives in Alpine, Utah.

**Wayne Brockbank** is a professor at the Ross School of Business at the University of Michigan and a principal of The RBL Group.

**Dani Johnson** is a director of research for The RBL Group. She lives in Provo, Utah.

**Kurt Sandholtz** is a consulting associate with The RBL Group who specializes in leadership development and executive education. He lives in Stanford, California.

**Jon Younger** is a principal of The RBL Group and leads the firm's Strategic HR practice. He advises HR leaders on HR strategy and organization, and HR leadership and professional development. He lives in Short Hills, New Jersey.

9. **HR STRATEGY: BUSINESS FOCUSED INDIVIDUALLY CENTRED [PAPERBACK]** By: Paul Kearns (Author).

**Book Details:** Paperback: 256 pages, Publisher: Butterworth-Heinemann; 1 edition (August 14, 2003), Language: English, ISBN-10: 0750657685, ISBN-13: 978-0750657686

**Product Description**

**HR Strategy: Business Focused Individually Centered** addresses the two key themes of translating business strategy into a workable, measurable HR strategy while simultaneously tapping into the needs and motivational patterns of individual employees in order to unleash their maximum value. The ultimate aim of any HR strategy is to design the highest value organization.

Strategy may be a notoriously difficult topic to pin down but the author produces both a wide-angle view and specific examples of what a real HR strategy looks like in different organizational contexts. This is a book that covers the theory but swiftly moves on to the question of how anyone might actually start to develop a high value HR strategy. It shows the key ingredients and practical steps involved in implementation.

- Provides a total re-appraisal and critique of the theory and practice of HR strategy
- Incorporates references to companies such as British Airways, GE, Microsoft, Sears, Siebel, Toyota and Verizon
- Demonstrates how different organizations have to develop their own unique HR strategies

**About the Author**

**Paul Kearns** has worked as a business focused HR professional for over 20 years. He founded the Personnel Works Consultancy in 1990 and has become a recognized authority in the specialized field of measuring the financial impact of effective people strategies.