



Play to Your Strengths: Managing Your Company's Internal Labor Markets for Lasting Competitive Advantage (Hardback)

By Haig R. Nalbantian, Richard A. Guzzo, Dave Kieffer

McGraw-Hill Education - Europe, United States, 2003. Hardback. Book Condition: New. 228 x 156 mm. Language: English . Brand New Book ***** Print on Demand *****.All leaders know people are critical to the success of organizations. Executives just don't act that way sometimes. Why? Because they lack the facts. Too often they don't know which workforce practices create the greatest value or which attributes of a workforce are critical to business strategy. Absent these facts executives look outside for cues on what to do through benchmarking and searching for so-called best practices. The result is a perverse reality in which other companies, often competitors, are in effect telling them how to run their company. Such copycat tactics can't be right, and the evidence shows they aren't. All of this is changing. Now companies can measure the links between their specific workforce practices and business results - learning what's creating value and what's not. Consequently, important decisions about where to cut costs, where to re-allocate spending, and where to invest more for greater returns can be based on facts specific to their enterprise. It's an extraordinary opportunity. Indeed it's the last great unexploited source...



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