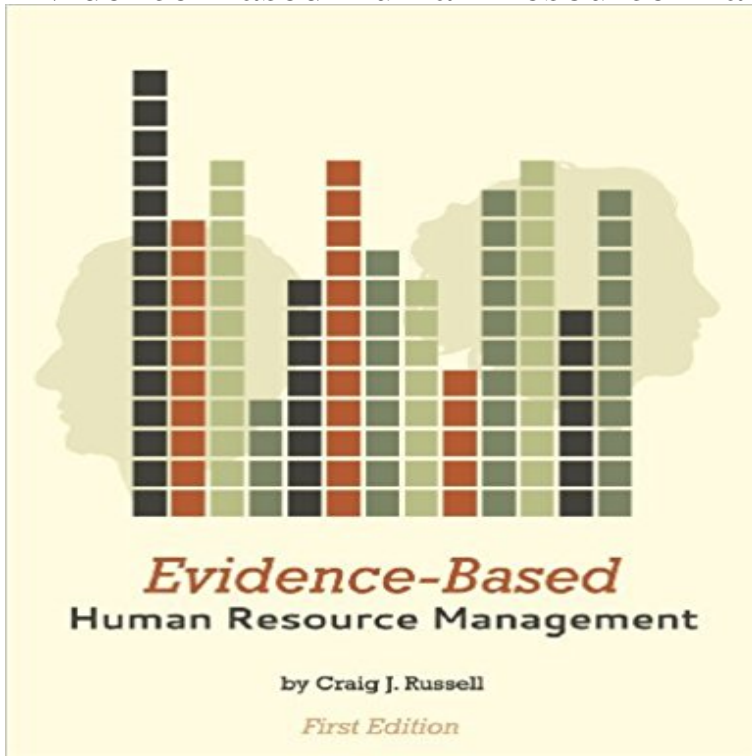


Evidence-Based Human Resource Management (First Edition)



Evidence-based Human Resources Management is the first text to focus on proving the value proposition of HR systems to executive decision makers. Moving away from a cost-center or overhead view of HR, Dr. Russell offers a step-by-step guide on how best to demonstrate the impact of HR systems on important business outcomes (financial and operational). Starting with an in-depth discussion of Keith Hammonds (in)famous article titled Why I hate HR, Dr. Russell employs real HR examples to help orient HR professionals to the quantitative tools needed to evaluate HR effectiveness and efficiency. Despite its depth of coverage, Evidenced-based Human Resources Management is accessible HR statisticsphobes and will prove useful to both those wanting an overview of the topic and those who wish to evaluate HR systems in detail. Dr. Craig Russell received a Ph.D. in Business Administration from the University of Iowa in 1982. He is currently a professor of Business Administration at the University of Oklahoma, where he teaches in the undergraduate, MBA, and Ph.D. programs. Dr. Russell has 33 years of HR teaching experience at undergraduate, masters, and doctoral levels (13 years teaching required statistics courses at all levels). His research focuses on advancing theory and practice in selection and development of organizational leaders. He has led over 500 seminars for private and public sector organizations on human-resource topics, and his work has appeared in 16 peer reviewed publications. In 1986, Dr. Russell was awarded the Ghiselli Award for Research Design by the Society of Industrial and Organizational Psychology. He has twice received the Best Research Paper award from the Research Methods division at the National Academy of Mangement Meetings and is a founding and active member of the Technical

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