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the crucial people decisions associated with compensation and benefit program development this comprehensive book begins by introducing a valuable human resource life cycle model for considering compensation and benefit programs next biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting he assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international hr systems and programs this book contains a full chapter on hr key indicator reporting and concludes with detailed coverage of trends in human resource accounting and the deepening linkages between financial and hr planning replete with both full and mini case examples throughout the book also contains chapter ending exercises and problems for use by students in hr and finance programs more than ever before hr practitioners must empirically demonstrate a clear link between their practices and firm performance in investing in people wayne f cascio and john w boudreau show exactly how to choose implement and use metrics to improve decision making optimize organizational effectiveness and maximize the value of hr investments they provide powerful techniques for looking inside the hr black box implementing human capital metrics that track the effectiveness of talent policies and practices demonstrating the logical connections to financial and line of business and using hr metrics to drive more effective decision making using their powerful lamp methodology logic analytics measures and process the authors demonstrate how to measure and analyze the value of every area of hr that impacts strategic value

Managerial Accounting 1947 this book contains a collection of research papers on accounting information systems including their strategic role in decision processes within and between companies an accounting system is a complex system composed of a mix of strictly interrelated elements such as data information human resources it tool accounting models and procedures accounting information systems are often considered the instrument by default for accounting automation this book aims to sketch a clear picture of the current state of ais research including design acceptance and reliance value added decision making interorganizational links and process improvements the contributions in this volume emphasize that ais has grown into a powerful strategic tool the book provides evidence for this observation by examining a wide range of current issues ranging from theory development in ais to practical applications of accounting information systems in particular it focuses on themes of growing interest in the realm of xbrl and financial reporting management information systems it is audit and it is compliance the book will be of interest to financial and managerial accountants and it is practitioners including information systems managers and consultants

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