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WORKFORCE PLANNING (PAPERBACK)



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Createspace Independent Publishing Platform, United States, 2016. Paperback. Condition: New. Language: English . Brand New Book ***** Print on Demand *****. The available resources within workforce planning may be an underappreciated commodity. This may be especially so when employees are not viewed as tacit knowledge workers in which case their attrition can be a benefit to the organization. On the other hand, the tacit knowledge worker even beyond his or her retirement age, one may need to use incentive in maintaining their skill sets. In allocating human resources, there is much to consider in how the benefits to the organization can affect the costs. Do I hire high knowledge expensive employees or get by with similar functioning with less experienced lower paid employees? This may be the reason a formal workforce planning system should be engaged, as using heuristics in the process, although seemingly ample, may not provide the research to make such informed decisions. In either case, the implementation of some sort of workforce planning is a necessity and impossibility to avoid within each organization whether private or public.

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