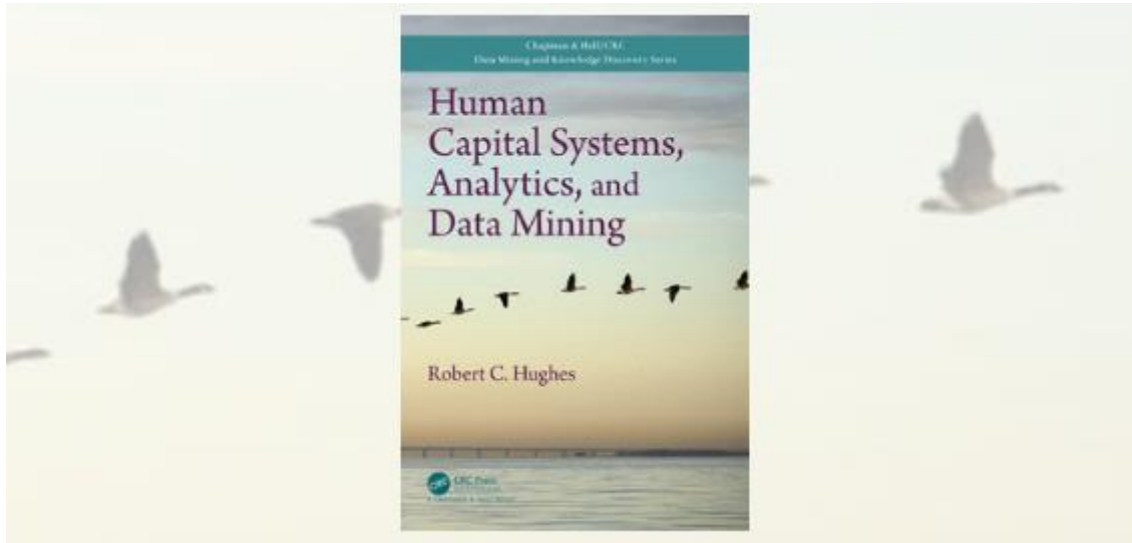




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Boca Raton, FL – [*Human Capital Systems, Analytics, and Data Mining*](#) provides human capital professionals, researchers, and students with a comprehensive and portable guide to human capital systems, analytics and data mining. The main purpose of this book is to provide a rich tool set of methods and tutorials for Human Capital Management Systems (HCMS) database modeling, analytics, interactive dashboards, and data mining that is independent of any human capital software vendor offerings and is equally usable and portable among both commercial and internally developed HCMS.

Author Robert Hughes has said, “The book was written with Human Capital Management (HCM) Practitioners, Researchers and College students in mind. Software Tools used in the Text are generally cost free (Developer version of SQL Server, Visual Studio Community Edition with SQL Server Multidimensional Database Analytical Services, Oracle SQL Developer Data Modeler and Power BI Desktop). Data Modeling of HCM SQL and Multi-Dimensional Databases, Online Analytical Processing (OLAP) Tools, Excel Pivot Tables, Interactive Dashboards and Data Mining are mostly handled through Tutorials many of which include coverage of my Original Research in the areas of Gender Based Pay Equity and Compensation Planning. Compensation Databases, Research and Analytics are covered in-depth which include an entire chapter using the U.S. Office of Personnel Management Fedscope (Federal Human Resources Data OLAP Database web site) with the Fedscope online OLAP Database Viewing Tools.”

The book begins with an overview of HCMS, including coverage of human resource systems history and current HCMS Computing Environments. It next explores relational and dimensional database management concepts and principles. HCMS Instructional databases developed by the Author for use in Graduate Level HCMS and Compensation Courses are used for database modeling and dashboard design exercises.

Exciting knowledge discovery and research Tutorials and Exercises using Online Analytical Processing (OLAP) and data mining tools through replication of actual original pay equity research by the author are included. New findings concerning Gender Based Pay Equity Research through the lens Comparable Worth and Occupational Mobility are covered extensively in Human Capital Metrics, Analytics and Data Mining Chapters.

Human Capital Systems, Analytics, and Data Mining features tutorials which include replication of actual original research conducted by the author, Robert Hughes, in gender-based pay equity and occupational mobility research with important new findings.

Human Capital Systems, Analytics, and Data Mining is available via CRC Press

<https://www.crcpress.com/Human-Capital-Systems-Analytics-and-Data-Mining/Hughes/p/book/9781498764780>

To request review copies please visit: <http://pages.email.taylorandfrancis.com/review-copy-request>

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About the Author:

Robert C. Hughes, MS, has over 40 years of experience in Human Capital Management and Information Systems that includes internal and external consulting engagements in Compensation Planning and Human Capital Management Information Systems. Mr. Hughes is currently an Adjunct Professor in the Ageno School of Business at Golden Gate University in San Francisco.

Mr. Hughes has taught courses in Compensation, Management Information Systems, Data Warehousing, Business Intelligence and Predictive Analytics, and Human Resource Management Information Systems at colleges and universities around the San Francisco Bay Area, including Golden Gate University; University of San Francisco; Sonoma State University; Chapman University; University of California Berkeley Extension; and California State University, East Bay.

Mr. Hughes has developed innovative and cost-effective Compensation and Human Capital Management Systems internally and commercially and has been instrumental in consulting with management in charting Corporate Level Human Capital Compensation and Management System strategies and large HCMS projects. Commercial Compensation Systems developed by Mr. Hughes have been marketed successfully in the United States, Europe, and the Middle East.

Mr. Hughes was awarded the Lifetime Achievement Award in Compensation in May 2000 from World at Work (formerly American Compensation Association). Previous published works include Evaluation of Salary Survey Sources: A Comparative Approach, Fall 1986, Compensation and Benefits Management Journal.

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