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In BEYOND HR: The New Science of Human Capital (Harvard Business School Press; June 19, 2007) Dr. John W. Boudreau and Peter M. Ramstad introduce this new decision science which they call talentship . Through talentship, organizations move beyond today ' s reactive mind set of planning and budgeting for headcount, programs and HR costs, – and build organization effectiveness by improving decisions that affect or depend on human capital and where they make ...

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This book introduces the idea that the vital future frontier for HR lies not within the HR profession, but “ Beyond HR ” in the thousands of decisions made by leaders and employees about their own human capital and the human capital under their stewardship. It introduced the concept of pivotal roles, Efficiency-Effectiveness-Impact, and the lessons from the professions of finance and marketing, for the evolution and future of HR.

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