## **Literature Search**

## **Workforce Planning and Development**

## May, 2017

Al-Salamah, M. (2011). <u>Temporary Workforce Planning with Firm Contracts: A Model and a Simulated Annealing Heuristic</u>. Mathematical Problems in Engineering.

American Management Association. (2010). <u>Strategic Workforce Planning – A New Way to Boost Productivity</u>. AMA

Armitage, A. (2013). *Six Strategies to Engage Leaders in Strategic Workforce Planning*. The Productivity Blog.

Armstrong, M., Taylor, S. (2014). <u>Armstrong's Handbook of Human Resource Management</u> <u>Practice</u>. Kogan Page Publishers.

Beames, C. (2016). <u>The 12 deadly traps of strategic workforce planning</u>. HUMANRESOURCESONLINE.

Biro, M.M. (2016). Why Data is the Key to Strategic HR Decisions. VISIER.

Bobinski, D. (2004). *The role of HR in strategic planning*. Management Issues.

Boissinot, F. (2015). <u>Workforce Planning: A Strategic Approach for Organizational Success.</u>
TalentSoft

Boudreau, J. (2015). Workplace 2025: Five Forces, Six New Roles and a Challenge to HR. VISIER.

Brecknell, S. (2016). <u>The Civil Service Workplan: everything you need to know</u>. Civil Service World.

Brooks, S. (2015). Overcoming barriers to strategic workforce planning. HR magazine.

Broughton, K. (2014). <u>Workforce Transformation: Communities of Practice as Tools for Organizational Change and Self-directed Professional Development</u>. Association of Research Libraries.

Campbell, M. (2010). <u>Workforce development and challenging behaviour: training staff to treat, to manage or to cope?</u> *Intellectual Disabilities.* Vol. 14, no. 3 185-196.

Chauran, A., Ross, D.A. (2013). <u>How to Predict the Future: Workforce Planning Research Paper</u>. Valdosta State University.

Comyn, P. (2008). *Understanding Workforce Development*. TAFE NSQ ICVET

Conlon, R., Norman, E.M., Sorensen, A. (2010). <u>Using Workforce Planning as Part of a Talent Management Program.</u> Sibson.

Cook, I. (2017). <u>A New Workforce Planning Model</u>: <u>Why Position Management is Flawed</u>. VISIER.

Crawshaw, J., Budhwar, P., Davis, A. (2014). <u>Human Resource Management: Strategic and International Perspectives</u>. Sage.

Crettenden, I.F., McCarty, M.V., Frenech, B.J., Heywood, T., Taitz, M.C., and Tudman, S. (2014). <u>How evidence-based workforce planning in Australia is informing policy development in the</u> <u>retention and distribution of the health workforce</u>. Human Resources for Health.

Croteau, P. (2009). Workforce Planning is Bigger than H1N1. Legacy Bowles Group.

Cunningham, T. (2013). Workforce Planning Literature Review. Macleod Consultants Pty Ltd.

Curson, J.A., Dell, M.E., Wilson, R.A., Bosworth, D.I., Baldauf, B. (2010). <u>Who does workforce planning well? Workforce review team rapid review summary</u>. *International Journal of Health Care Quality Assurance*. Volume 23, Number 1, pp. 110-119

De Waal, H., Lyketsos, C., Ames, D., O'Brien, J. (2013). <u>Workforce Planning and Development</u>. Ltd.

Erickson, R., (2011). Workforce Planning, More than a Systems Discussion. Bersin by Deloitte.

Eskenazi, J. (2013). Workforce Planning: The Key to True Strategic Staffing and Recruiting. Career X Roads.

Gereffi, G., Fernandez-Stark, K., Psilos, P. (2011). <u>Skills for Upgrading: Workforce Development</u> <u>and Global Value Chains in Developing Countries</u>. Duke, Center on Globalization, Governance & Competitiveness.

Gorman, C. (2015). <u>How Automated Workforce Planning Can Free Managers for Strategic Tasks</u>. HR News & Trends.

Gosling, S. (2013). <u>Changing Imperatives in Workforce Planning: Implications for Health and Social Care Education</u>. *International Journal of Practice-based Learning in Health and Social Care* 1(2), 64-74.

Guinn, S. (2017). The Future of Workforce Planning. HR Daily Advisor.

Hansen, F. (2009). Strategic workforce planning in an uncertain world. Workforce.

Haralson, L.E. (2010). What is Workforce Development? Federal Reserve Bank of St. Louis.

Harris, M. R., Short, T.W. (2013). *Workforce Development: Perspectives and Issues*. Springer Science & Business Media.

Holmes, K. (2010). <u>Human Resources Q & A: Workforce planning is part of strategic planning</u>. Charity Village.

Hurst, K., Patterson, D.K. (2014). <u>Health and social care workforce planning and development – an overview.</u> *International Journal of Health Care and Quality Assurance.* 27(7): 562-72.

Hurst, K. (2006). <u>Primary and community care workforce planning and development</u>. *Journal of Advanced Nursing*. 55(6): 757-69.

Huselid, M.A., and others (2005). <u>"A Players" or "A Positions"? The Strategic Logic of Workforce</u> Management. *Harvard Business Review*. Vol. 83(12) pp. 112-117

Hutson, M. (2006). <u>Politics, jobs and workforce development: the role of workforce</u> intermediaries in building career pathways within Boston's health care industry. DSpace@MIT

Kelly, B., and Hirsch, W. (2012). *Recommendations for a Successful Workforce Planning Program.* Workforce Solutions Review.

Kukulan, L. (2017). <u>Workforce Planning: A Forward Looking Approach to Getting the Right People in the Right Jobs.</u> ClearCompany.

Kulkarni, A. (2013). *Workforce planning and facility utilization using a two-staged stochastic recourse approach*. Thesis. Rochester Institute of Technology.

Lajoie, J. (2011). <u>Workforce Diversity Management in Ontario Municipalities</u>. The University of Western Ontario.

Lemoine, D., (2015). Workforce planning is Critical to Companies Ongoing Success. Success Labs.

Louch, P. (2014). *Workforce planning is essential to High-Performing Organizations*. Society for Human Resource Management, SHRM.

Maurer, R. (2017). <u>How to Improve Workforce Planning.</u> *Society for Human Resource Management.* 

O'Brien-Pallas, L., Birch, S., Baumann, A., and Tomlin Murphy, G. (2000). *Integrating Workforce Planning*, Human Resources, and Service Planning. World Health Organization.

Othman, M. (2012). <u>Integrating Worker Differences into Workforce Planning</u>. Thesis. Concordia University, Montreal, Quebec, Canada.

Owen, S. (2006). *Workforce planning for career stage professional development*. Australian Association for Research in Education.

Pease, G. (2013). <u>Planning and Analytics are not the same: Clarity prevents confusion, miscommunication</u>. HR Strategy and Planning Excellence.

Rivera, R.J., and Smolders, F. (2013). <u>Operational Workforce Planning is Quietly Transforming</u> <u>HR</u>. Workforce Solutions Review.

Robert-Edomi, S. (2014). Workforce planning skills are not enough, says new report. Training Journal.

Ruse, D., and Jansen, K. (2009). <u>How Strategic Workforce Planning can Help you Thrive and Take</u> <u>the Lead</u>. Worldawork.

Ruwen, Q., (2011). Workforce Planning over the Service Life Cycle. Service Science 3(1): 22-40.

Scott, L., Buchanan, J., Bretherton, T. (2011). <u>Better workforce planning: reflections on recent experiences in Norway</u>, Singapore, the UK and the USA. Skills Australia.

Shah, P. (2014). Why is workforce planning important for small business? CCI.

Sinclair, A. (2004). Workforce Planning: a literature review. Institute for Employment Studies.

Smith, T. (2012). <u>Strategic Workforce Planning: Guidance & Back-Up Plans</u>. Numerical Insights LLC.

Stanek, J. Workforce Planning for Labor Shortages. <a href="http://www.revolution-advisors.com/category/workforce-plan">http://www.revolution-advisors.com/category/workforce-plan</a> Revolution Advisors.

Sullivan, J. (2014). <u>Do You Need Workforce Planning?</u> HCR Personnel Solutions Inc.

Sullivan, J. (2009). Workforce Planning is Hot; Are You Lagging Behind? Monster.

Sultana, A., Ramya, A., Suvarchala, N., (2014). <u>A Study on Developing Competency of Workforce Planning</u>. *International Journal of Innovative Research & Development*. Volume 3, Issue 12.

Syedain, H. (2010). Workforce planning: A force for good. CIPD

Suttcliffe, J. (2016). Ready for a Brilliant New Year in HR? Read the Top Five Articles from the Workforce Intelligence Blog. VISIER.

The Conference Board of Canada. (2006). <u>Strategic Workforce Planning. Forecasting Human Capital Needs to Execute Business Strategy</u>. The Conference Board of Canada.

Toner, P., (2011). <u>Workforce Skills and Innovation: An Overview of Major Themes in the Literature</u>. OECD.

Van Riper, K. (2013). <u>The need for strategic IT workforce planning</u>. FCW The Business of Federal Technology.

Vernez, G. (2007). <u>Workforce Planning and Development Processes: A Practical Guide.</u> Rand Corporation.

Vorhauser-Smith, S. (2015). Workforce Planning: The War Room of HR. Forbes.

Ward, D.L., Tripp, R. (2013). <u>Positioned: Strategic Workforce Planning That Gets the Right</u> <u>Person in the Right Job</u>. AMACOM Division American Management Association.

Weigensberg, E., Schlecht, C., Laken, F., Goerge, R., Stagner, M., Ballard, P., DeCoursey, J. (2012). *Inside the Black Box: What Makes Workforce Development Programs Successful?* Chapin Hall, University of Chicago.

Weisbeck, D. (2016). Why Connecting Workforce Outcomes to Business Outcomes Matters. VISIER.

Weisbeck, D. (2015). Workforce Planning 101. VISIER.

Windsor, L. (2006). <u>Workforce Development Strategies and Older Workers in Australia.</u>
Australian Institute for Social Research, University of Adelaide.

Wyborn, K. (2008). Workforce Planning for the Future: An Integrated Planning Approach. HNE.

Young, M.B. (2006). <u>Strategic Workforce Planning: Forecasting Human Capital Needs to Execute Business Strategy</u>. The Conference Board Inc.