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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

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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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