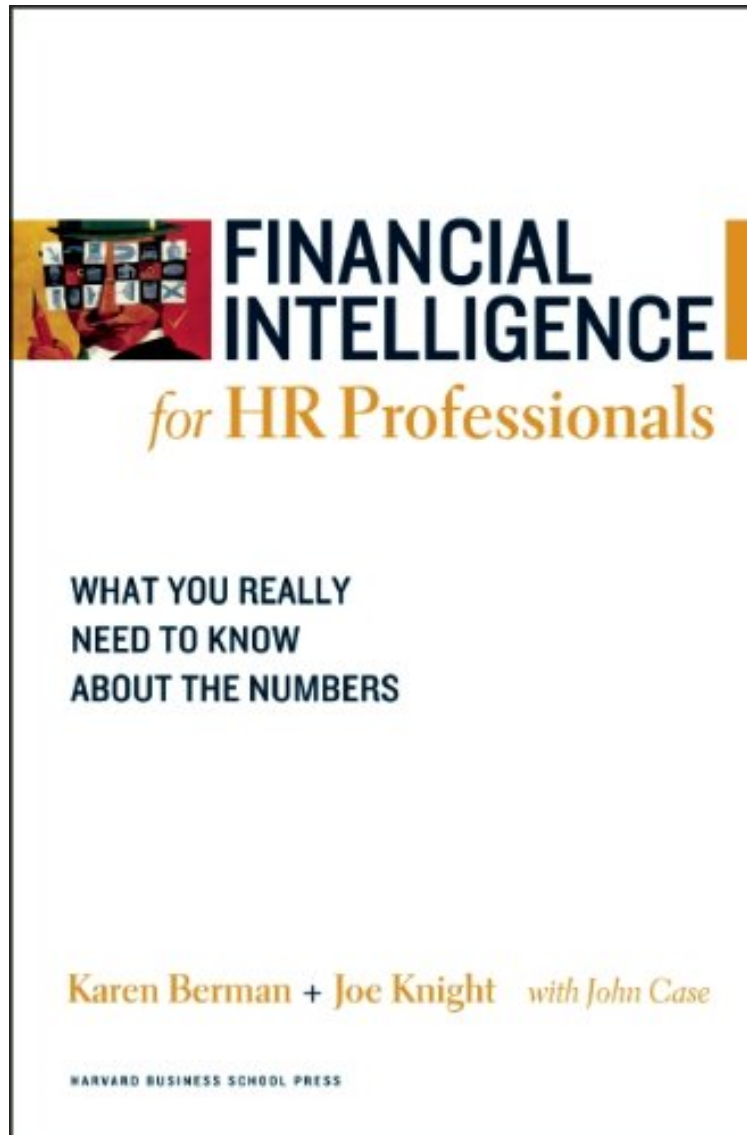


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# Financial Intelligence for HR Professionals: What You Really Need to Know About the Numbers

*Karen Berman, Joe Knight*

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Concise clarifying introduction /on the subject. Notwithstanding given that accounting principles are not overly logical for science trained readers, I would have welcomed a bit more explaining on the reasons why accounting has a tendency to use such seemingly complicated methods to simple numerical exercises.  
2 of 2 people found the following review helpful. Very very nice explained! Better than a lot university courses  
By Pedro  
Very very nice explained! Better than a lot university courses! This book is mainly aimed to non financial people, however people who has financial background can learn too. Normally financial books are boring, this one is short and you will definitely learn. It focus on the main ratios you need to know, and will tell you what the numbers mean.

As an HR manager, you're expected to use financial data to make decisions, allocate resources, and budget expenses. But if you're like many human resource practitioners, you may feel uncertain or uncomfortable incorporating financials into your day-to-day work.  
Using the groundbreaking formula they introduced in their book *Financial Intelligence: A Manager's Guide to Knowing What the Numbers Really Mean*, Karen Berman and Joe Knight present the essentials of finance specifically for HR experts. Drawing on their work training tens of thousands of managers and employees at leading organizations worldwide, the authors provide a deep understanding of the basics of financial management and measurement, along with hands-on activities to practice what you are reading. You'll discover:  
• Why the assumptions behind financial data matter  
• What your company's income statement, balance sheet, and cash flow statement really reveal  
• Which financials may be needed when you're developing a human capital strategy  
• How to calculate return on investment  
• Ways to use financial information to better support your business units and do your own job  
• How to instill financial intelligence throughout your team  
Authoritative and accessible, *Financial Intelligence for HR Professionals*, empowers you to "talk numbers" confidently with your boss, colleagues, and direct reports -- and understand how the financials impact your part of the business.

About the Author  
Karen Berman and Joe Knight founded the Business Literacy Institute. They train managers at some of America's biggest and best-known companies. John Case has written or collaborated on several successful books. He has also written for *Inc.*, *Harvard Business*, and other business publications.