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He has authored or edited 31 books on Human Resource Management, including Managing Human Resources (11th ed., 2019), Investing in People (with John Boudreau and Alexis Fink, 3rd ed., 2019), Applied Psychology in Talent Management (with Herman Aguinis, 8th ed., 2019), and The Oxford Handbook of Talent Management (co-edited with David Collings & Kamel Mellahi, 2017).

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The costs of human resources vary across industries, but in knowledge organizations, they typically comprise more than half

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of total operating costs. The costs of benefits and overhead easily can add another 75 percent to base pay. Although organizations incur HR costs in a number of key areas, one of the most common ones is employee absenteeism.

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Professor Cascio is an active researcher and is the author or editor of five books on human resources management. Wayne F. Cascio earned his B.A. degree from Holy Cross College in 1968, his M.A. degree from Emory University in 1969, and his Ph.D. in industrial/organizational psychology from the University of Rochester in 1973.

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