

Dessler Human Resource Management 12th Edition

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Ivancevich's human resource management 10e takes a managerial orientation that is it takes the position that hrm is relevant to managers in every unit project or team managers are constantly faced with hrm issues problems and decision making and the text's primary goal is to show how each manager must be a human resource problem solver and diagnostician this book pays attention to the application of hrm approaches in real organizational settings and situations realism understanding and critical thinking were important in the revision students and faculty alike have identified readability and relevance as key strengths of the text it provides a book that stimulates ideas and keeps all users up to date on hrm thinking and practice

Human resource management 12th edition by torrington hall taylor and atkinson provides a comprehensive coverage of human resource management backed up by latest academic research practical examples and an approach that encourages you to question new ideas in the field well known for its scope of topics reader friendly content and succinctness the new edition of this text has been thoroughly updated with the economic social and legal employment practice changes and is specifically designed to cover the issues and debates facing hrm today it incorporates recent case studies skills support and real world references to apply your understanding of the chapter to a practical business scenario

Human resource management hrm is the function within an organization that focuses on recruitment of management of and providing direction for the people who work in the organization hrm can also be performed by line managers hrm is the organizational function

that deals with issues related to people such as compensation hiring performance management organization development safety wellness benefits employee motivation communication administration and training hrm is also a strategic and comprehensive approach to managing people and the workplace culture and environment effective hrm enables employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization s goals and objectives human resource management 9 1 1 meaning of human resources 9 1 2 human resource functions 9 1 3 organization culture 9 1 4 human resource activities in management 10 1 5 hr specialists 11 1 6 strategic aspects of hrm 12 1 7 the hr manager 12 1 8 industrial relations 13 1 9 the role of hr department 13 1 10 effects of a good hr policy 15 1 11 responsibilities of hr department 15 2 manpower planning recruitment and selection 18 2 1 expansion of organization 18 2 2 hr or manpower planning 18 2 3 self regulatory manpower control 21 problems caused by expansion of organization 22 2 5 scientific management 22 2 6 organization and method studies o m studies 23 2 7 recruitment 24 2 8 policy of recruitment 24 2 9 recruitment process 26 2 10 selection 30 3 induction training and employee development 34 3 1 induction 34 3 2 training and development 36 3 3 need and benefits of training 36 3 4 types of training programmes 37 3 5 training and development methods 38 3 6 characteristics of a good training programme 38 3 7 designing the training programme 39 3 8 evaluation of training 40 4 health safety security and welfare 43 4 1 hr department s responsibilities 43 fire prevention and fire fighting 46 4 3 medical facilities 48 4 4 safety and security officers 49 4 5 prevention of theft and pilfering 49 4 6 employee welfare 49 5 motivation employee counseling resignations and retirement 52 5 1 motivation 52 5 2 style of management 52 5 3 changes in management attitudes 53 5 4 contributors and theorists 53 5 5 motivation strategies 57 5 6 managerial styles in hr management 59 5 7 disciplinary action 59 5 8 employee counseling 60 5 9 equal opportunity policy 61 5 10 resignations 62 5 11 retirement 63 executive education 6 performance appraisal 64 6 1 purpose of performance appraisal 64 6 2 importance of performance appraisal 65 6 3 steps in appraisal 65 6 4 methods techniques and tools 66 7 remuneration 75 7 1 remuneration policy 75 7 2 systems of remuneration 76 7 3 standard employee benefits 77 8 personnel records and statistics 79 8 1 need for personnel records 79 8 2 information in personnel records 79 8 3 formats of personnel records 80 8 4 reports 83 8 5 learning organizations 84 9 industrial relations 85 9 1 trade unions 85 9 2 collective bargaining 85 9 3 industrial action 85 9 4 joint consultation 86 9 5 staff associations 86 9 6 the role of hr manager 86 10 references 87

this textbook introduces readers to an array of concepts and current practices of human resource management hrm it provides an understanding of the current problems in the area that require pragmatic research and realistic solutions using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of hrm and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes hr records audit research and more supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of hrm throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources this book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance

the highly anticipated third edition of strategic human resource management offers a fresh perspective on shrm bringing together a wealth of expertise in hrm work and organizational psychology and organizational behaviour the authors provide a balanced approach to structuring and solving real life hr issues in organizations this new edition aligns human resource practices with both the internal and external organizational context and takes a critical perspective on economics sustainability psychology sociology and industrial relations its unique multi level approach includes the individual employee teams business units organizations sectors and countries to build a more balanced people management value chain new additions new chapter on career development new activity boxes to encourage practical application of theory new case studies throughout including google easyjet and ikea major revisions to chapters to highlight sustainable career development employability digitalization and diversity major update of the scientific literature references key features cases and discussion questions provide real world scenarios and issues to illustrate contemporary hr issues in practice stop and reflect boxes throughout each chapter are designed to encourage students to critically evaluate topics and issues raised and how they can be applied to real life situations personal development boxes help students think about how to link theoretical concepts with the development of personal skills appropriate to effective hrm experiential exercises present individual and

team tasks that can be used as in class exercises encouraging students to learn from direct experiences paul boselie is professor in public administration organization science at utrecht university the netherlands his research traverses human resource management institutionalism strategic management and industrial relations beatrice van der heijden is professor in strategic human resource management at radboud university the netherlands and head of the shrm department her research and teaching are focused on strategic human resource management sustainable careers employability and aging at work

the eagerly awaited third edition of the hugely successful international human resource management succeeds in maintaining the academic rigour and critical focus that have established its reputation as the most authoritative and cutting edge text in the field positioning itself firmly within the globalized environment it provides wide ranging and truly international coverage driven by the expertise of a writing team comprised of internationally renowned experts new to the third edition completely revised and restructured to better match international hrm courses new chapters include social responsibility sustainability and diversity comparative hrm and approaches to ihm country focus boxed feature comparing and contrasting issues in different countries further international examples and case studies each chapter ends with stimulating discussion questions and self assessment questions to encourage students to test their knowledge a companion website with instructors manual and free full text journal articles and additional case material for students the third edition of international human resource management is a comprehensive guide for today s ihm researchers students and practitioners it covers not only traditional ihm topics such as expatriate selection and the implications of cultural differences but also advances our understanding of topics that have gained importance recently such as strategic ihm and international total rewards programs as a text it has the advantage of including chapters covering each of the major topics in ihm carefully chosen and orchestrated by an excellent editing team and written by leading specialists in each topic the inclusion of discussion questions for students and instructor materials makes it a student friendly instructional resource mark f peterson professor of management and international business at florida atlantic university

this text is an unbound three hole punched version the 12th edition of fundamentals of human resource management binder ready

version 12th edition helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest the authors provide a strong foundation of essential elements of human resource management as well as a clear understanding of how human resource management links with business strategy through practical applications the authors illustrate the importance of employees on every level of the organization helping students understand hrm elements such as recruitment training motivation retention safety the legal environment and how they support successful business strategies

armstrong s handbook of human resource management is the classic text for all students and practitioners of hrm providing a complete resource for understanding and implementing hr in relation to the needs of the business as a whole it includes in depth coverage of all the key areas essential to the hr function the 12th edition has been radically updated to create a cutting edge textbook which encourages and facilitates effective learning comprehensive online support material is provided for the instructor student and now also the practitioner providing a complete resource for teaching and self learning the text has been updated to include all the latest developments in hrm and now includes two new sections covering hr skills and toolkits

for more than 25 years the federal regulatory directory has been the go to guide for anyone looking for the most authoritative thorough and efficient source of key information on agencies and regulations that shape lives policies businesses and government in the united states the twelfth edition continues this strong tradition by offering the most current agency and regulation information including up to date coverage of key recent changes in staff and agency structures book jacket

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