Fundamentals of Human Resource Management-Talya Bauer 2019-12-10 Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Bertran Erdogho, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace. A Complete Teaching & Learning Package: SAGE Premium Video Includes in the interactive eBook! SAGE Premium Video and guided analytics exercises for each chapter Highlight key concepts and best practices with video and analytics for student success. Human Resource Management is organized to provide a thorough discussion of the subject matter introducing important topics and issues with readings drawn from the professional literature. Provide information to articulate and apply a public service perspective; and to communicate and Human Resource Management: Essential Perspectives-Robert L. Mathis 2015-01-09 HUMAN RESOURCE MANAGEMENT: ESSENTIAL PERSPECTIVES, 7E provides a focused understanding of the most up-to-date concepts and practices that are important for today's successful HR professionals. Recognized authors Robert Mathis, John Jackson, and Sean Valentine have compiled the best from their market-leading Human Resource Management, 14e to create a concise text intended for HR directors and instructors seeking basic yet comprehensive and up-to-date coverage of HR concepts and practices. Throughout, the concise, HUMAN RESOURCE MANAGEMENT: ESSENTIAL PERSPECTIVES, 7E follows a consolidated framework adapted from the larger book while helping students identify and focus on core concepts in the field in a more succinct, streamlined format. This edition reviews today’s most important laws and regulations and addresses the information most often used by HR professionals. The authors focus on the coverage most important for students, with a solid introduction to concepts and practices that are applicable for HR professionals and general managers in numerous industries. Important Notice: Media content referenced within the product description or the product text may not be available in the eBook version. Applied Human Resource Management-Kenneth M. York 2010 Applied Human Resources Management is designed to give business students in-depth hands-on learning experiences that will help them practice the principles they are learning and develop the skills necessary when dealing with people in diverse settings and situations. The text: covers critical issues in the effective management of human resources, which can be used for class discussions, or be given as homework problems, or used as essay questions on tests. - presents students with a situation where they can apply an HRM concept or principle to a new situation, which can be used as in-class exercises, or for self-study - provides experiential exercises, giving students an opportunity to learn by doing, which can be used again as in-class or out-of-class exercises.
improve their understanding of this field. Condey's own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive, engaging, and authoritative. “—Donald E. Klingner, University of Colorado Distinguished Professor, School of Public Affairs, University of Colorado at Colorado Springs; former president, American Society for Public Administration; and fellow, National Academy of Public Administration “For anyone concerned with HRM in government, this updated and expanded volume is ‘must reading.’”—Meredith Newman, president, American Society for Public Administration


Essentials of Human Resource Management—Shaun Tyson 2012-06-14 Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

Human Resource Management—David G. Collings 2009-06-22 Effective management of human resources is essential to the success of any organization. In this authoritative, sophisticated and engaging new text on Human Resource Management, an international team of leading analysts guides the advanced student through this fundamental discipline of management in all its complexity. The book explores all the central themes and concepts of HRM theory and practice, and introduces the most important issues influencing contemporary practice in a wide range of organizational contexts. It systematically examines the main functional areas of HRM, and engages with a number of key contemporary issues for both scholars and practitioners. Topics covered include: Strategic HRM Ethics in HRM Knowledge management HRM and performance Outsourcing and implications for HRM HRM in small and medium enterprises Key functional areas of HR practice International HRM Adopting a critical perspective: extensive use of cases and exhibits drawn from private and public workplaces to enable exploratory concepts and frameworks. Further, it reports on current HR practices in global organizations to acquaint readers with various strategic choices and initiatives in HRM. Key Features • System orientation: enables the readers to view HRM practices as part of the business system and their correlation with business outcomes • Experiential perspective: extensive use of cases and exhibits drawn from private and public workplaces to enable exploratory and investigative learning • Robust pedagogy: over 40 case studies with discussion points, and over 20 exhibits on new HR initiatives and industry-wide developments in the HR sector, analytical exercises for classroom discussion, and much more

Healthcare Human Resource Management—Walter J. Flynn 2015-01-28 Healthcare management is changing. Do you know which direction it’s headed? HEALTHCARE HUMAN RESOURCE MANAGEMENT, 3E is written to be relevant to you, whether you’re a student or currently working in healthcare. This text is current, topical, and informative. No matter your status, this is the human resources and healthcare textbook you need to stay ahead of the curve. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.


Meeting the Challenge of Human Resource Management—Vernon D. Miller 2014-07-11 While communicating is a vital skill for managers at all organizational levels and in all functional areas, human resource managers are expected to be especially adept communicators, given the important interpersonal component of their roles. Practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of communication theory and practice into standard human resource management practices. This book compiles readings by thought leaders in human resource management and communication, exploring the intersection of interests, theories, and perspectives from the two fields to highlight new opportunities for research and practice. In addition to covering the foundations of strategic human resource management, the book: offers a critical review of the research literature on topics including recruitment, selection, performance management, compensation, and development uses a communication perspective to analyze the impact of corporate strategy on human resource systems investigates the key human resource management topic of the relationship between a company's human capital and its effectiveness directly discusses the implications of communication literature for human resource management practice Written at the cross-section of two established and critically linked fields, this book is a must-have for graduate human resource management and organizational communication students, as well as for high-level human resource management practitioners.

Managing Human Resources—Stephen Bach 2013-01-22 This revised edition is a comprehensive, authoritative set of essays. It is more detailed and analytical than the mainstream treatments of HRM. As in previous editions, Managing Human Resources analyses HRM, the study of work and employment, using an integrated multi-disciplinary approach. The starting point is a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm. The consequences of HRM need to incorporate analysis of employees and other stakeholders as well as the implications for organizational performance.

Reinventing Human Resource Management—Ronald J. Burke 2005 The authors of this text review the most current thinking on HR initiatives associated with current organisational performance and investigate how the field will need to mobilise in new ways to meet the demands of the future.

Human Resource Management—Amitabha Sengupta 2018-07-27 With the advent of globalization, digitalization, and technological advancement, human resource management (HRM) function is set to break new ground through innovation and digital immersion, reinvent its role, and remain a value driver in modern-day business organizations. Human Resource Management: Concepts, Practices, and New Paradigms aims to expose students to the emerging paradigms of HRM while retaining focus on the core practices of acquisition, retention, management and development of talent, rewards and compensation, and compliance of workplace laws and regulations. Through the perspectives of a practitioner, a consultant, and a researcher, the author depicts the rise of the ‘new HR’ as business partners, culture builders, innovators, and new value creators in the services sector and SMEs. The book also describes the shifts in industrial relations and the rise of new employment relations. The book balances sound theories with experiential approaches to facilitate the reader’s understanding of the core concepts and frameworks. Further, it reports on current HR practices in global organizations to acquaint readers with various strategic choices and initiatives in HRM. Key Features • System orientation: enables the readers to view HRM practices as part of the business system and their correlation with business outcomes • Experiential perspective: extensive use of cases and exhibits drawn from private and public workplaces to enable exploratory and investigative learning • Robust pedagogy: over 40 case studies with discussion points, and over 20 exhibits on new HR initiatives and industry-wide developments in the HR sector, analytical exercises for classroom discussion, and much more

Applied Human Resource Management—Kenneth M. York 2009-02-10 Applied Human Resources Management is designed to give business students in-depth hands-on learning experiences that will help them practice the principles they are learning and develop the skills necessary when dealing with people in diverse settings and situations. The text: - covers critical issues in the effective management of human resources, which can be used for class discussions, or be given as homework problems, or used as essay questions on tests. - presents students with a situation where they can apply an HRM concept or principle to a new situation, which can be used as in-class exercises, or for self-study - provides experiential exercises, giving students an opportunity to learn by doing, which can be used again as in-class or out-of-class exercises

Human Resource Management: A Nordic Perspective—Helene Ahl 2018-10-12 Sweden has one of the lowest
Strategic Human Resource Management - Catherine Bailey 2018 What is strategic HRM, and how do you apply it in business? What makes good HR strategy and how do you develop it? What are the key issues that need to be considered when creating, developing, and embedding a strategic approach to managing people? These are the fundamental questions asked by HR professionals and tackled in this innovative and comprehensive textbook. Drawing on the latest academic research, the well-respected author team take a reliably thematic approach to SHRM. Broken into four distinct parts, the book addresses the context, themes, theories, and future of managing people strategically. Tata Motors, Samsung, Pizza Express, and Deliveroo make up some of the case studies and examples that feature across the book, ensuring that theoretical discussion is always linked to practical application. New "Strategic HRM in Action" boxes take this one step further by presenting students with a scenario in which they themselves can make strategic decisions and reflect on their own evaluation of real-life business practices. Critical thinking is essential in SHRM, so frequent Critical Reflection boxes, Review Questions, and questions or activities to accompany every case study ensure students are challenged to engage with the subject critically and reflectively, and consider their own evaluations of the essential theories and the strategic practices adopted by different organizations. Global case studies and an opening chapter dedicated to the global context of SHRM challenge the dominant Western perspective and provide a rounded and adaptable view of SHRM. A user-friendly structure and wide range of learning features, including learning objectives, key concept boxes, case studies, and end-of-chapter questions, ensure the text remains accessible, allowing all students to benefit from the book's ideal balance between the latest academic theory and contemporary, real-world practice. The book is accompanied by a selection of online resources: For students: • Glossary • Web links • For registered lecturers: • Additional case studies • PowerPoint slides • Seminar activities • Suggested case study answers • Figures from the book

Human Resources Management: Concepts, Methodologies, Tools, and Applications - Management Association, Information Resources 2012-05-31 Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate achievement of organizational goals. But, effective human resource management also contains a risk of failure, such as a mismatch between human resource management and the organization's strategy. Human Resources Management: Concepts, Methodologies, Tools, and Applications compiles the most sought after case studies, research, and postgraduate level. This one-of-a-kind, single source brings together leading experts and practitioners from around the world and considers all types of organizations embedded in the global context. Chapter-opening vignettes (short cases) exemplify the chapter's core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders - Stella M. Nkomo 2016-09-29 Strengthen your students' understanding of today's important human resource issues and equip them with the skills to overcome current practical HRM challenges when you supplement your course with the latest edition of Nkomo/Follter/McAfee's unique HUMAN RESOURCE MANAGEMENT APPLICATIONS: CASES, EXERCISES, INCIDENTS, AND SKILL BUILDERS. This one-of-a-kind, single source brings contemporary human resource management cases, focused exercises, timely incidents and proven skill builders together. You save significant preparation time, while your students gain hands-on experience critical. A new Correlation Chart in the revised Instructor's Manual corresponds with other leading Cengage Learning introductory HR texts makes this edition's valuable cases and applications easy to integrate into your introductory HR course. An emphasis on problem solving and decision making throughout the exercises make HUMAN RESOURCE MANAGEMENT APPLICATIONS, 7E ideal for any level of study. New and updated cases and...
Global Human Resource Management-Willy McCourt 2003-01-01 ‘Global Human Resource Management is a timely and excellent resource, and its focus on developing and transitional countries fills something of a gap in the literature. It is a welcome addition to the list of resources available to HR managers working in the international scene.’ - Geoffrey De Lacy, HR Monthly This book presents Human Resource Management (HRM) as a tool for improving the performance of organizations in developing and transitional countries. It does this through the presentation of an integrated model of human resource management, informed by the practical realities of applying such a model in developing and transitional countries.

Fundamentals of Human Resource Management-Barry Gerhart 2017-01-31 Fundamentals of Human Resource Management provides a complete introduction to human resource management for the general business manager who wants to learn more about how HRM is used in the everyday work environment. Its adaptive learning program and its engaging, focused, and applied content make it the fastest growing HRM program on the market.

An Introduction to Human Resource Management-Nick Wilton 2019-03-25 Reflecting the global nature of the workplace with its use of real world examples and case studies, the book goes beyond a prescriptive approach in the practice of strategic HRM, and offers a concise introduction that encourages critical reflection. The NEW fourth edition includes: Discussions on employee engagement, the role and benefits of social media, and the impact of culture and global mobility. The latest surveys and research and recent case studies and examples from a cross section industries and global companies, such as Zurich Insurance, Uber, Adobe, Deloitte and Netflix. A FREE interactive eBook giving students digital access to all the content as well as author videos, case studies, web-links, journal articles and quizzes. Lecturers can also access PowerPoint slides, teaching videos, a textbook and an Instructor’s Manual.

Human Resources Management in the Hospitality Industry-David K. Hayes 2009 A comprehensive guide to managing human resources in the hospitality industry. Managing human resources in the hospitality industry presents special challenges, including highly diverse employee backgrounds and roles, an ever-present focus on guest services, and organizational structures that often diverge from generic corporate models. By making such industry-specific concerns the cornerstone of its approach, "Human Resources Management in the Hospitality Industry" provides the definitive guide to successfully employing people in a hospitality organization. The book addresses hospitality human resource (HR) management as a decision-making practice that affects the performance, quality, and legal compliance of the hospitality business as a whole. Beginning with a foundation in the hospitality industry, employment law, and HR policies, the coverage includes recruitment, training, compensation, performance appraisal, environmental and safety concerns, ethics and social responsibility, and special issues. Throughout the book, "Human Resources Management in the Hospitality Industry" focuses on unique HR dilemmas faced by managers in the hospitality industry, including: Understanding the needs of a broad employee group, from hourly workers with tip credit eligibility questions to high-level accountants ensuring Sarbanes-Oxley compliance. How hospitality managers who must act as one-person HR departments can make effective decisions and understand the consequences of their actions. The consequences of managing employees with labor unions in the hospitality industry using the labor-related legislation that affects the industry. Managing employees in a global hospitality enterprise. Practical and realistic case studies and numerous examples from various hospitality operations bring the material alive. Internet activities, learning objectives, "It's the Law" features, current events discussions, review questions, and other important features also help create a dynamic learning experience for readers. Written by two authors experienced in both hospitality management and education, "Human Resources Management in the Hospitality Industry" represents the most comprehensive, technically accurate, and valuable resource available on the topic.

Introduction to Human Resource Management-Charles Leatherbarrow 2014-09-01 Introduction to Human Resource Management successfully bridges the gap between theory and practice. The authors' unique insights into both the public and private sectors, combined with academic theory, make it suitable for both CIPD's Certificate in HR Practice and for foundation or undergraduate students studying any introductory HRM module. • Maps to the CIPD Certificate in HR Practice • Follows the logical sequence of the employment cycle • Practical focus balanced with the right amount of theory for introductory level

Human Resource Management at the Crossroads-Alvaro Lopez-Cabrales 2019-08-02 This book contains a selection of theoretical and empirical studies that highlight a number of complexities and challenges for Human Resource Management (HRM) in organizations. It serves to illustrate the difficulty in explaining the role of human resources and the complexities implicit in the management of people working together, highlighting several challenges that HRM managers face today. Several chapters provide an accurate picture of relevant topics and issues, by putting together different approaches and levels of analysis that undoubtedly enrich one another. Contributions include theoretical and empirical analyses of how technologies impact on the future of work, employees' well-being as a consequence of the application of high-performance work systems, the challenges of managing employees' careers and employee diversity, and the issue of employees' commitment, among other topics.

Encyclopedia of Human Resource Management-Adrian Wilkinson 2016-01-29 The Encyclopedia of Human Resource Management, 2nd Edition is a comprehensive reference resource with almost 400 entries on core HR areas and key concepts. From age discrimination, to zero hours contracts, each entry reflects the views of an expert and authoritative author. The terms included vary from singular concepts such as performance appraisal and industrial conflict, to organisational behaviour terms including organisational culture and commitment; and broader management terms such as a sourcing and management development. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic.

Connect Access Card for Human Resource Management-Raymond Noe 2016-04-05 McGraw-Hill Connect® is a subscription-based learning service accessible online through your personal computer or tablet. Choose this option if your instructor will require Connect to be used in the course. Your subscription to Connect includes the following: • SmartBook® - an adaptive digital version of the course textbook that personalizes your reading experience based on how well you are learning the content. • Access to your instructor’s homework assignments, quizzes, syllabus, notes, reminders, and other important files for the course. • Progress dashboards that quickly show how you are performing on your assignments and tips for improvement. • The option to purchase (for a small fee) a print version of the book. This binder-ready, loose-leaf version includes free shipping. Complete system...
Human Resources Management for Health Care Organizations - Joan E. Pynes 2012-01-24
This book is a comprehensive guide to the essential areas of health care human resources management, and is an immediately useful practical handbook for practitioners as well as a textbook for use health care management programs. Written by the authors of Handbook for the New Health Care Manager and Human Resources Management for Public and Nonprofit Organizations, the book covers the context of human resources management in the unique health care business arena from a strategic perspective includes SHRM and human resources planning, organizational culture and assessment, and the legal environment of human resources management. Managing volunteers and job analysis performance appraisal instruments, training and development programs, and recruitment, targeted selection and hiring techniques are covered. Compensation policies and practices, employer-provided benefits management, implementation of training and organizational development programs, as well as labor-management relations for health care organizations and healthcare human resource information technology are covered, with practical examples and proven strategies aptly provided in each chapter.

Managing Human Resources for Nonprofits - Kunle Akingbola 2015-06-05
The core resources and capabilities of any nonprofit organization lie in their human capital; their knowledge, skills and behaviors are critical to the achievement of the organization's mission and performance. Thus, effective management of this key resource is integral to the nonprofit organization's success. This book focuses on the unique characteristics, challenges and contribution of human resource management to the strategic objectives of the nonprofit. It explores contemporary issues that place the management of people at the intersection between the mission, strategy and performance of the organization. The book: * Uses the latest theory to build models that explain the determinants and dimensions of strategic HRM within the nonprofit sector * Examines the core HRM functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize HRM contributions to performance * Provides a step-by-step process to develop, implement and manage HR practices that are aligned with the strategy of the nonprofit organization * Demonstrates how to integrate volunteer management into strategic HRM Using examples from around the world, as well as cases to facilitate learning, this book is ideal for students and professionals interested in strategic human resource management, and nonprofit management.

HR from the Outside In: Six Competencies for the Future of Human Resources - David Ulrich 2012-07-20
"This definitive work on HR competencies provides ideas and tools that help HR professionals develop their career and make their organization effective." — Edward L. Lawler III, Professor, University of Southern California
"This book is a crucial blueprint of what it takes to succeed. A must have for every HR professional."
— Lynda Gratton, Professor, London Business School *One single concept changed the HR world forever: ‘HR business partner’. Through consistent cycles of research and practical application, Dave and his team have produced and update the most comprehensive set of HR competencies ever."
— Horacio Quiros, President, World Federation of People Management Associations "Packed with facts, evidence, and prescriptive advice. It is about being a business leader first, and an HR professional second." — Randy MacDonald, Senior Vice President, Human Resources, IBM Corporation "The concepts and competencies presented in this book provide HR leaders with new insights." — Gina Qiao, Senior Vice President, HR Lenovo "Powerful, relevant and timely! Defines “new HR” in a pragmatic way. This book is a must for leaders and HR folks who seek to create sustainable competitive advantage.” — Satish Pradhan, Chief, Group Human Resources, Tata Sons Limited "You can’t argue with the data! This book is a definitive and practical guide to learning the HR competencies for success.” — John Lynch, Senior Vice President, HR, General Electric "A must read for any HR executive. This research-based competency model is particularly compelling because it is informed by the perspective of non-HR executives and stakeholders.” — Sue Meisinger, Distinguished speaker and author, former CEO of SHRM "Read this book for a unique long-term perspective on where HR competencies have brought us and must take us in future.” — John Boudreau, Professor, University of Southern California and Research Director, Center for Effective Organizations