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Human Resource Management: 9780132668217: Human Resources ...

Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006). Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make

CHAPTER What Is Human Resource Management? 1

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According to French Wendell - "Human Resource Management is the recruitment, selection, development, utilisation of and accommodation to human resources by organisations.". The human resources of an organisation consist of all employees working at different levels in the organisation.

Definition of Human Resource Management

7. Reward systems management 115 8. Human resource development 127 9. Employee relations 143 10. Talent and competency based human resource management 163 11. International human resource management 179 12. Recruitment and performance appraisal in the public sector 189 13. Recruitment and retention of human resource for health 201 14.

Fundamentals of human resource management

Chapter 11 1. John M. Moore, "The Role Relocation Plays in Management Development," Personnel Administration (December 1982): 31-34. 2. Terry L. Leap and Michael D. Crino, Personnel and Human Resource Management (New York: Maxwell Macmillan International Editions, 1990), p. 309. 3. Gary Dessler, Human Resource Management (Delhi: Pearson Education, 2005), pp. 285-286.

Chapter 11 - Human Resource Management [Book]

Human resource management is the organizational

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function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training.

Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

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Offers select, condensed, and thoroughly updated coverage rewritten from the authors' best-selling 'big' book Human Resource Management, 7/e.*Offers an intensive, concise and succinct overview of human resource management - perfect for 'modular' courses*Provides users with the essential working vocabulary and knowledge they will need for the human resources parts of their management jobs*Global Issues in HR' sections in every chapter emphasize the importance of knowing how the practices may apply in different parts of the world

An accessible introduction written by a stellar contributor line up of world-renowned lecturers and practitioners in the field (including Linda Holbeche, Stephen Taylor and Jim Stewart).

Offers students a comprehensive understanding of HRM theory, skills and application - a perfect fit for a one semester unit. The authors reflect on current HRM issues such as diversity, flexibility, equity,

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globalisation, the regulatory environment, and IT. J Griffiths, La Trobe University and B Lloyd-Walker, Victoria University.

Readings and Cases in International Human Resource Management and Organizational Behavior, 5th Edition examines cross-cultural interactions between people, cultures and human resource systems in a wide variety of regions throughout the world. This is truly a Global collection. Features include: * new readings and case studies positioned alongside trusted 'tried and true' readings and cases from past editions * a companion website featuring supplemental material and teaching notes to enhance instructors' abilities to use the readings and cases with their students. Written to enable students to meet the international challenges that they face every day and to sensitize them to the complexity of human resource issues in the era of globalization, this text is a vital resource for all those studying international human resource management.

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