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Human Resource Management by Gary Dessler

Gary Dessler has degrees from New York University, Rensselaer Polytechnic Institute, and the Baruch School of Business of the City University of New York. Dr. Dessler ' s best-selling Human Resource Management is also available in more than 10 languages including Russian and Chinese.

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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 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.

This classic, readable book does the best job at covering the current issues within HRM, and provides a complete, comprehensive review of essential personnel management concepts and techniques. Considering the intensely competitive nature of business today, this book focuses on practical applications that all managers can use to deal with their HR-related responsibilities, while being able to defend their plans and contributions in measurable terms. A five-part format begins with an introduction, and then covers recruitment and placement, training and development, compensation, and labor relations and employee security. For all human resource personnel and managers.

A Framework for Human Resource Management provides readers and practicing managers with a concise yet thorough review of essential HR management concepts – including fundamental practices, methods, topics, and relevant legal findings – in a highly readable and accessible format.

For introductory courses in human resource management. Foundations in management beyond the HR department Fundamentals of Human Resources Management supports human resources training for all students of management -- not just HR managers. The text presents a wide range of HR topics within a single semester of material, and a wealth of functional examples and applications. Fundamentals is also the first text of its kind to make talent management processes a core study. This 5th Edition has been updated with practical personnel techniques, real company examples, and new material on business sustainability. Each chapter touches on important recurring themes in management, including employee engagement tactics, small/global business management,

employment law features, and positive employee relations, to help students become stronger and more effective managers. Also available with MyLab Management By combining trusted authors' content with digital tools and a flexible platform, MyLab personalizes the learning experience and improves results for each student. Note: You are purchasing a standalone product; MyLab Management does not come packaged with this content. Students, if interested in purchasing this title with MyLab, ask your instructor to confirm the correct package ISBN and Course ID. Instructors, contact your Pearson representative for more information. If you would like to purchase both the physical text and MyLab Management, search for: 013489040X / 9780134890401 Fundamentals of Human Resource Management Plus MyLab Management with Pearson eText -- Access Card Package, 5/e Package consists of: 0134740211 / 9780134740218 Fundamentals of Human Resource Management 0134743431 / 9780134743431 MyLab Management with Pearson eText -- Access Card -- for Fundamentals of Human Resource Management

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).

Fundamentals of Human Resource Management 1/e, is the first human resource management text that is built from the ground up to address the new guidelines set forth by the Society for Human Resource Management (SHRM). The book has a modular approach, with an emphasis on integrating HR Content, Personal Competencies, and relevant Business Applications.

Fundamentals of Human Resource Management, by Noe, Hollenbeck, Gerhart and Wright is specifically written to provide a complete introduction to human resource management. While it doesn't cover the depths of human resource management theory, the book is rich with examples and engages students through application. Fundamentals differs from the hardback textbook by the same author team. Instead of a higher level of theory that's geared towards the HRM majors, this book focuses on the uses of human resources for the general business manager. Issues such as strategy are reduced to give a greater focus on how human resources management is used in the everyday work environment. It provides students with the background necessary to manage human resources effectively and to be able to distinguish good from poor human resource management practices and how they impact business. Instructors are provided with a robust ancillary package that includes a comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center to make course preparation easy.

Management of Human Resources focuses on student learning and self-study, and introduces the evolving role and accountabilities of HR professionals as strategic business partners at the boardroom table. Appropriate for both future HR Professionals and future line managers, it references the RPCs that are necessary for certification while balancing this with the line manager's perspective, showing the importance of HRM in daily interactions and in achieving corporate objectives Note: If you are purchasing an electronic version, MyHRLab does not come automatically packaged with it. To purchase MyHRLab, please visit MyHRLab or you can purchase a package of the physical text and MyHRLab by searching for ISBN 10: 0321687140 / ISBN 13: 9780321687142.

Servant Leader Human Resource Management provides a comprehensive conceptual framework based on a dignity enhancing stewardship model that integrates and balances mission achievement with motive, means and ends integrity from both a line manager and human resource department perspective.

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