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South African Human Resource Management Ben Swanepoel, 2003 *South African Human Resource Management* focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective.

A Global Guide to Human Resource Management Thomas Klikauer, 2022-06-17 *A Global Guide to Human Resource Management* is a concise HRM introductory text offering a uniquely non region specific approach to people management in international business organisations. The book presents an alternative to standard managerial approaches reflecting the perspectives of multiple stakeholders: workers, trade unions, states and governments, NGOs. It critically evaluates HRM in practice and in so doing enables students to make effective decisions in their own practice wherever their careers take them. Its accessibility and concision make it well suited to short courses for non HRM and non business specialists. This text covers all major introductory topics for non specialists, introducing the concept and purpose of HRM through recruitment, people skills, designing work, promoting health, rewarding success and successful and ethical people management. This edition includes a new chapter on green HRM. Rich with pedagogical features, the book includes five case studies per chapter to connect theory with practice. It is also supported with a range of instructor materials including online guest lectures, general discussion questions, a glossary, an index and online documentaries that explain how to manage people. It is essential reading for students interested in Human Resources and Personnel Management, Organisational Behaviour and Development and Workplace Culture.

Managing People in Organizations Thomas Klikauer, 2018-10-06 This new and engaging core textbook offers a unique line manager perspective that presents students with HRM topics and issues that they will be confronted with once they enter the world of work in a managerial role. It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization. The author's deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies, topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice. This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts. It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees.

Human Resource Management

Emerging Trends in HRM Dr. Kumar Abhishek, 2024-04-01 A comprehensive textbook that serves as a vital resource for both students and professionals working in the subject of human resource management. At the beginning of the book, a strong basis in human resource management theory is presented. This foundation includes a variety of themes including recruiting and selection, training and development, performance management, pay and benefits, employee relations and important legal

concerns Readers can get a profound comprehension of the theoretical frameworks that drive human resource management techniques by means of explanations that are both clear and succinct as well as by means of real world examples and example studies The focus on the real world implementation of HRM ideas in the book is one of its strongest aspects Through the offer of insights into the manner in which HRM concepts are applied in a variety of organizational settings the book helps to bridge the gap that exists between theory and practice By using this approach readers are provided with the information and abilities essential to successfully address HRM difficulties that are encountered in the real world In addition the book investigates new developments and problems in human resource management including diversity and inclusion HR technology remote work arrangements the gig economy and remote work arrangements To ensure that readers are adequately equipped to handle the ever changing world of human resource management in the 21st century this book addresses these modern subjects It is presented in a reader friendly way which makes it accessible to students at all levels of study This book is an important resource for anybody interested in gaining a more in depth grasp of the concepts and practices of human resource management It can be used as a textbook in academic contexts or as a reference for HR practitioners

Human Resource Management Prakash Talwar, 2006-07 Human Resource Management HRM is the effective use of human resources in order to enhance organizational performance The HRM function includes a variety of activities and key among them is deciding what staffing needs the establishment have and whether to use independence contractors or hire employees to feel these needs recruiting and training the best employees ensuring they are high performers dealing with performance issues and ensuring the personnel and management practices conform to various regulations Managing human resources is increasingly recongnised as a central challenge in international settings This book offers many insights into the possibilities of creative response to the challenges It provides an understanding of the theoretical foundation and the practical implications of international approaches to human resource management It will be highly informative to practicing managers students and teachers in various management courses

Human Resource Management and Army Recruiting James N. Dertouzos, Steven Garber, 2006-12-12 U S Army Recruiting Command is faced with the challenge of ensuring that the flow of qualified volunteers is adequate to meet future active duty accession requirements This report documents research methods findings and policy conclusions from a project analyzing human resource management options for improving recruiting production It details research designed to develop new insights to help guide future recruiter management policies

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-01-02 Winner of the 2020 Most Promising New Textbook Award from the Textbook Academic Authors Association TAA Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics introduces students to the fundamentals of talent management

with integrated coverage of data analytics Features tied to SHRM competencies and data exercises give students hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Engaging examples illustrate key HRM concepts and theories which brings many traditional HRM topics to life Whether your students are future managers or future HR professionals they will learn best practices for managing talent in the changing workplace A Complete Teaching Learning Package SAGE Premium Video Included in the Interactive eBook SAGE Premium Video tools and resources boost comprehension and bolster analysis Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage as well as SHRM and TedTalk videos Interactive eBook Includes access to SAGE Premium Video multimedia tools and much more Save when you bundle the interactive eBook with the print version Order using bundle ISBN 978 1 5443 6572 5 SAGE coursepacks FREE Easily import our quality instructor and student resource content into your school s learning management system LMS and save time SAGE edge FREE online resources for students that make learning easier

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Sustainable Management Practices for Employee Retention and Recruitment Kapoor, Tanvi, Singh, Abhishek K., Sahay, Kasturi, Kaur, Harvinder, Verma, Rahul, 2025-02-21 Artificial intelligence AI plays a transformative role in the evolution of industry 4 0 particularly in the field of human resource management HRM AI technologies revolutionize workplace operations by automating tasks like recruitment performance management and training These innovations improve efficiency while helping organizations align employee skills with job roles enhance decision making and streamline HR processes However the rise of AI in HRM also raises concerns about job displacement and potential bias in decision making To address these issues further research into transparency accountability and human oversight are essential for ensuring AI s ethical and effective integration Sustainable Management Practices for Employee Retention and Recruitment examines the impact of sustainable management on businesses recruitment and retention practices It explores the use of computers and automation in the workplace and its impact on the financial aspects of HRM and its improvements using intelligent and autonomous systems powered by data and machine learning This book covers topics such as human capital talent development and data analysis and is a useful resource for business owners HR professionals data scientists academicians and researchers

Human Resource Information Systems Richard D. Johnson, Kevin D. Carlson, Michael J. Kavanagh, 2020-09-10 Human Resource Information Systems Basics Applications and

Future Directions is a one of a kind book that provides a thorough introduction to the field of Human Resource Information Systems HRIS and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively Unlike other texts that overwhelm students with technical information and jargon this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT IS issues by drawing from experts in both areas It includes the latest research and developments in the areas of HRIS justification strategies HR technology big data and artificial intelligence Numerous examples best practices discussion questions and case studies make this book the most student friendly and current text on the market Included with this title The password protected Instructor Resource Site formally known as SAGE Edge offers access to all text specific resources including a test bank and editable chapter specific PowerPoint slides

Strategic Staffing Jean M. Phillips, 2023-01-05 Formerly published by Chicago Business Press now published by Sage Strategic Staffing equips both current and future managers with the knowledge and skills to adopt a strategic and contemporary approach to talent identification attraction selection deployment and retention Grounded in research this text covers modern staffing concepts and practices in an engaging and reader friendly format Author Jean Phillips expertly guides students in developing a staffing strategy that aligns with business objectives accurately forecasting talent needs conducting thorough job or competency analysis and strategically sourcing potential recruits The Fifth Edition includes the effects of the COVID 19 pandemic on staffing needs worldwide new coverage of staffing related technologies and updated examples throughout providing students with the latest and most relevant knowledge in the field Included with this title LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site

The Adoption and Effect of Artificial Intelligence on Human Resources Management Pallavi Tyagi, Naveen Chilamkurti, Simon Grima, Kiran Sood, Balamurugan Baluswamy, 2023-02-10 Emerald Studies In Finance Insurance And Risk Management 7 explores how AI and Automation enhance the basic functions of human resource management

Marketing Management in Practice 2007-2008 John Williams, Tony Curtis, 2007 BH CIM Coursebooks are crammed with a range of learning objective questions activities definitions and summaries to support and test your understanding of the theory The 07 08 editions contains new case studies which help keep the student up to date with changes in Marketing strategies Carefully structured to link directly to the CIM syllabus this Coursebook is user friendly interactive and relevant Each Coursebook is accompanied by access to MARKETINGONLINE www.marketingonline.co.uk a unique online learning resource designed specifically for CIM students which can be accessed at any time Written specially for the Marketing Management in Practice module by the Senior Examiner The only coursebook fully endorsed by CIM Contains past examination papers and examiners reports to enable you to practise what has been learned and help prepare for the exam

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Teaching Human Resource Management Suzanne C. de Janasz,, Joanna Crossman, 2018-07-27 Filled with over 65 valuable case studies, role plays, video based discussions, simulations, reflective exercises and other experiential activities. Teaching Human Resource Management enables HR professors, practitioners and students at all levels to engage and enhance knowledge and skills on a wide range of HR concepts. This book breathes life into the teaching of Human Resource Management and readers will be able to better relate theoretical concepts to workplace decisions and dilemmas. Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information de Juana-Espinosa, Susana, Fernandez-Sanchez, Jose Antonio, Manresa-Marhuenda, Encarnacion, Valdes-Conca, Jorge, 2011-11-30 Businesses worldwide are faced with major challenges related to the progressive and many times unavoidable incorporation of information technologies into their processes. Often organizations don't suitably react to the new requirements of these technologies, resulting in outdated policies, practices and strategies. Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information is a reference for both practitioners and academics that demonstrates how to implement e management and competency models in companies. This book offers perspectives on the impact of integrated e human resource policies and provides recommendations for addressing the shift from traditional human resource policies to new perspectives. **The Development of Human Resource Management Across Nations** Bruce E. Kaufman, 2014-07-31 This is an excellent book. Bruce Kaufman in his ever thoughtful way has not just analyzed the history of the development of HRM but assembled 17 chapters in which world class local experts report on that history in their own country. The book is full. **Tax Administration 2015: Comparative Information on OECD and Other Advanced and Emerging Economies** OECD, 2015-08-11 Tax Administration 2015 is a comprehensive survey of tax administration systems, practices and performance across 56 advanced and emerging economies including all OECD, EU and G20 members. *Human Resource Management in Public Service* Evan M. Berman, 2006 Effective human resource management is a critical function in today's public workplace and the authors have written a book that helps readers develop key skills for success while also reminding them of the complex puzzles and paradoxes of management in the public sector.

The Second Edition has been completely revised and updated to reflect changes in practice policy law and scholarship and has been carefully crafted to be an effective learning tool with learning objectives chapter reviews and three sets of end chapter study questions class discussion team activities and individual assignments The book concludes with a comprehensive glossary and interesting and illuminating examples are liberally scattered throughout the book

Human Resource Management in the Hotel and Catering Industry M. J. Boella, 2017-06-26 This book first published in 1987 gives valuable insights into the characteristics of employment in the hotel and catering industry and useful guidance on personnel techniques It deals with fundamental issues such as personnel policy as well as with practical techniques Human Resource Management in the Hotel and Catering Industry has been written as an introductory text to human resource management in the hospitality industry It is suitable reading for students line managers and personnel managers in the many different sectors of the business

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