

Human Resource Management Th Ed Ebook Robert L Mathis John H Jackson Sean R Valentine

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HUMAN RESOURCE MANAGEMENT, 15th Edition, offers the most current look at HRM and its impact on the success of organizations today. A leading resource in preparing for professional HR certification, this edition ensures you address all major topics for the various professional examinations given by the Society for Human Resource Management and the Human Resource Certification Institute.

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The education level needed for administrative and entry-level human resources positions varies greatly depending on the employer. At the administrative level, 30 percent of human resources...

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The book is a fine blend of concepts, theories, tools, techniques and contemporary practices in HRM. Supported by the authors' rich experience of over five decades in academics as well as in the corporate sector, the book covers all the essential topics of HRM starting from the fundamental concepts and issues related to acquiring of human resource to training, development, compensation and reward, employee relations, international HRM, technological changes, working environment, HR records, audit and research and more. In addition to serving the purpose of a textbook for students of Management courses, the book will also help professionals, corporate trainers and researchers. Key Features: Throws light on the recent developments in the field of Human resource management and suggests management strategies for the issues concerned. Embellished with rich pedagogical features and relevant case studies to enhance conceptual understanding. Additional chapters are available on technological changes, HR records, audit and research on the companion website.

The Little Black Book of Human Resources Management is loaded with lessons not learned in a book. Instead, it is the product of over 20 years of scraped knuckles and attaboy's earned while leading HR in public and private organizations. The book shares hard-won advice on what works in a wide range of HR topics, from reductions in force to paying for performance to managing workers compensation to leadership training. But readers will also benefit from experience in the often surprising aspects of HR work that are rarely discussed but are invaluable to success in the role, such as- What all organizations expect from the HR leader, like it or not- The one thing above all else that the company President really wants from the HR leader- How an HR leader can spot the A players and the problem children in the first month on a new job- How to answer the employee who asks if layoffs are coming - and they areWritten in a conversational, often humorous style, The Little Black Book of Human Resources Management will shave a few points off the learning curve of anyone looking to advance in the field of human resources management.

As competitors strive to win the war for talent, effective human resource management is necessary to gain true competitive advantage in the marketplace. Three challenges companies face are sustainability, technology, and globalization. Human Resource Management 5th Edition brings these challenges to life by highlighting real-world examples pertaining to these issues and relating it to the concepts within the chapter. This best-selling McGraw-Hill/Twin Human Resource Management title provides students with the technical background needed to be a knowledgeable consumer of human resource (HR) products and services, to manage HR effectively, or to be a successful HR professional. While clearly strategic in nature, the text also emphasizes how managers can more effectively acquire, develop, compensate, and manage the internal and external environment that relates to the management of human resources.

The revised and fully updated second edition of this textbook illustrates the multi-layered knowledge accumulated in the field of international human resource management, developing understanding of the strategic management of people in organizations in a global context. It integrates comparative approaches to human resource management, extending beyond traditional coverage of the field to provide a broader overview of contemporary cultural, institutional and organizational challenges.

The Global Human Resource Management Casebook is a collection of business teaching cases, focusing on Human Resource Management issues around the world. Each case is based in a single country and illustrates one or more significant challenges faced by managers and HR practitioners. The influence of the unique national cultural and institutional context upon the issues in the case is emphasized. In total 32 unique and original cases are presented, each from different national contexts. Every case is followed by a set of questions for use in class discussion or private study of the cases. This casebook is a project undertaken by a committee of international members of the Human Resources Division of the Academy of Management (USA). The HR Division currently has over 3500 members worldwide, indicating a significant immediate audience for the text. The committee, referred to as the HR Ambassadors Committee (James Hayton, Chair) is intended to represent the global membership of the organization. We currently have members in over 60 countries, and Ambassadors for over 50 of these. The committee was established to contribute to the internationalization of the HR Division and the Academy of Management by creating collaborative projects that both involve and serve the global membership. This book, which represents the first product of our collaboration, is expected to provide a useful teaching tool for HRM educators, and secondarily is expected to be of use to HR practitioners with an interest in the globalization of HRM.

A leading textbook in its field, Human Resource Management at Work is a comprehensive guide to the theory and practice of HRM. Divided into four key parts, the first part of the book covers HRM strategy and the global context, the forces shaping HRM at work and international and comparative HRM. Part Two discusses the role of HR professionals and line managers in the workplace, and how the responsibilities for delivering effective HR vary in a changing world of work. Part Three has expert coverage of the key areas of HR including resourcing and talent management, learning and development (L&D), reward and employment relations. The final part examines the impact that HRM can have on business performance and also outlines the key knowledge and skills required to carry out a business research project. Fully updated through, this seventh edition now has new coverage of diversity and inclusion (D&I), workplace analytics, ethics, wellbeing and precarious work as well as additional coverage of the alignment of HRM with organisational strategy and the integration of different components of HRM. Human Resource Management at Work includes new global case studies, reflective practice activities to encourage critical thinking, exercises to help the consolidation of learning and 'explore further' boxes to encourage wider reading. Aligned to the CIPD Level 7 qualification yet also relevant on non-CIPD accredited HR masters courses, this book covers everything students need to excel in their academic studies and will ensure that they can hit the ground running in a practitioner role after university. Online supporting resources include an instructor's manual and lecture slides.

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.

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