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The 16th Edition focuses on the positive impacts technology has had on the HR field. For example, the ability to vet potential employees on the internet has shifted more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavors for boosting employee performance and engagement.

Concise and practical, "Managing Human Resources, Third Edition" will help you gain a mastery of those issues while you learn the skills you'll need as a manager of people. Using a managerial perspective, the book illustrates the role and impact of technology on globalization, compensation, legal, safety, and health issues. A host of timely features make this book interesting and thought-provoking: The Managerial Perspective, a new introduction for every chapter, focuses on the managerial perspective and summarizes why the material is relevant to managers. Managerial Skill Builder: Issues and Exercises, an end-of-chapter feature, presents a managerial situation relevant to each chapter topic and concludes with questions, issues, exercises, and group projects. Manager's Notebook, located in every chapter, illustrates procedures, tips, and strategies you can really use in management. You Manager It! Discussion Cases, found at the end of every chapter, focus on human resources issues from a manager's perspective and encourage you to think critically. Technology and its influence on human resources information is addressed in every chapter. Globalization and its effect on human resources practices is discussed throughout the book, and the authors address the unique human resources problems faced by multinational organizations. The authors and Prentice Hall are committed to providing a unique learning and teaching package to accompany this third edition. New to this edition: Skills Live! Videos offer dramatizations that highlight a human resources skill related to each part of the text. These videos allow students the opportunity to see what it's like to conduct an interview, give performance appraisals, deal with sexual harassment issues, and more. PHILIP/CW Web Site ([www.prenhall.com/gomez](#)) provides full academic support for both professors and students. Instructors can find answers to current events and Web exercises, download ancillary materials, and more. For students, there is an on-line study guide, current events articles and exercises, Web exercises, and more.

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 market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-based coverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes a global chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directed work teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and how organizational commitment affects production, quality, and service.

Gain a better understanding of how human resources impacts both individuals and organizations with this market-leading, practical text. PRINCIPLES OF HUMAN RESOURCE MANAGEMENT, 16E, International Edition builds upon a foundation of research and theory with an inviting, practical framework that focuses on today's most critical HR issues and current practices. The book's engaging writing style and strong visual design use more than 500 memorable examples from a variety of real organizations to illustrate key points and connect concepts to current HR practice. Fresh cases spotlight the latest developments and critical trends, while hands-on applications focus on practical tips and suggestions for success.

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