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Gomez-Mejia, Balkin & Carson, Managing Human Resources ... Professor Gomez-Mejia's research focuses on macro HR issues, international HR practices, and compensation. DAVID B. BALKIN is Professor of Management in the College of Business Administration at the University of Colorado at Boulder. He received his Ph.D. in industrial relations from the University of Minnesota.

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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.

Managing Human Resources prepares all future managers with a business understanding of human resource management skills. The non-functional HR approach used in this text also makes human resources relevant to anyone who has to deal with HR issues, even those who do not hold the title of manager. This edition contains up to 600 new references, a new set of cases that address HR in small businesses, and coverage on the global economic crisis and its impact on HR. 0133059294 / 9780133059298 Managing Human Resources Plus MyManagementLab with Pearson eText -- Access Card Package Package consists of 0132729822 / 9780132729826 Managing Human Resources 0132753189 / 9780132753180 mymanagementlab with Pearson eText Student Access Code Card for Managing Human Resources

This up-to-date, research-oriented textbook focuses on the relationship between compensation systems and firm overall performance. In contrast to more traditional compensation texts, it provides a strategic perspective to compensation administration rather than a functional viewpoint. The text emphasizes the role of managerial pay, its importance, determinants, and impact on organizations. It analyzes recent topics in executive compensation, such as pay in high technology firms, managerial risk taking, rewards in family companies, and the link between compensation and social responsibility and ethical issues, among others. The authors provide a thorough and comprehensive review of the vast literatures relevant to compensation and revisit debates grounded in different theoretical perspectives. They provide insights from disciplines as diverse as management, economics, sociology, and psychology, and amplify previous discussions with the latest empirical findings on compensation, its dynamics, and its contribution to firm overall performance.

Compensation is a systematic approach to providing monetary value and other benefits to employees in exchange for their work and service. But pay and conditions becomes a more complicated issue for multinational companies which operate across different locations and cultures, and who employ an increasingly diverse range of personnel. This unique new text gives in-depth analysis of the key themes and emerging topics faced by global enterprises when dealing with compensation issues. The first section, "Foundation Concepts", looks at the design of compensation packages for a number of different employee groups; from supply chain management to research and development, as well as ethical considerations when dealing with a global context, and the concept of performance related pay. The second section, "Global Applications", looks at current debates in the field, including the influence of national cultures on compensation schemes, discrepancies in CEO pay, and contrasts in wages between industry types. Part of Routledge's Global HRM, this is an invaluable text for any student of HRM, Business and Management, or any practitioner working in this area.

Prepare future managers with an understanding of HR skills. Managing Human Resources gives future managers a solid business understanding of human resource management skills. The approach used in this text makes human resources relevant to anyone who has to deal with HR issues in the workplace, even those who do not hold the title of manager. The Eighth Edition is updated to include new introductory vignettes, new case studies, and a focus on emerging trends in HR. MyManagementLab® is not included. Students, if MyManagementLab is a recommended/mandatory component of the course, please ask your instructor for the correct ISBN. MyManagementLab should only be purchased when required by an instructor. Instructors, contact your Pearson representative for more information. MyManagementLab is an online homework, tutorial, and assessment product designed to personalize learning and improve results. With a wide range of interactive, engaging, and assignable activities, students are encouraged to actively learn and retain tough course concepts.

Managing projects in HR, Training and Development is an essential handbook for both operational staff and senior human resource managers and covers all aspects of project management. The book examines how to carry out an effective project intended to make an improvement in a context where human resources, training and development are central concerns. This includes workplaces, universities, colleges, training and development organizations. The book introduces a framework of techniques and processes that provide practical tools and approaches and there are numerous examples that demonstrate how these tools can be used and applied to achieve change and improvement. Each chapter discusses an aspect of project management and includes examples drawn from human resource, training and development settings. Techniques are introduced and applied to examples and there are 'pauses for thought' to encourage the reader to think ideas through. The book also puts an emphasis on structured learning from experience and critical reflection. This practical and thoughtful approach provides an ideal guide for anyone who takes responsibility for leading, managing, supervising or contributing to a project in this area of work.

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