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# MANAGING HUMAN RESOURCES

Productivity, Quality of Work Life, Profits



Wayne F. Cascio

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and its role in organizations and then move to the legal environment in which compensation is embedded and the laws that govern it They describe current and traditional views of motivation and elucidate the importance of job analysis and its end products job description and job specification The role of compensation surveys and their use in assigning monetary rates to jobs are discussed A topic of special interest to executives in New Economy organizations will be the purpose and importance of benefits particularly indirect monetary compensation stock options and other pay for performance incentives Caruth and Handlogten address the challenge of compensating teams and pay special attention to the often unique problem of compensating uppermost management sales people and employees abroad The text concludes with practical suggestions for the on going maintenance and management of compensation systems and how to adapt them to changing organizational circumstances

*Total Quality in Managing Human Resources* Joe Petrick, 2017-10-06 Human resource management is a particularly challenging role both domestically and globally This challenge can be viewed either as an opportunity or as a threat As an opportunity the principles and practices of total quality presented in this book can help human resource professionals or anyone who manages people transform institutionalized mediocrity into organizational excellence The focus of this book is on managing the difference TQ makes in human resources Whereas the traditional nature and scope of responsibility for most human resource professionals has been that of staff support geared to administrative compliance the total quality approach offered here reveals the keys to developing and sustaining commitment to world class performance These keys include strategic input and continual improvement of the human resource system to enhance internal and external customer satisfaction both now and in the future The full meaning of these new TQ role demands is explored in light of the driving forces reshaping the HR environment into the 21st Century In addition this book offers practitioner assessment instruments practical TQ tools and specific implementation steps to take in order to make the TQ difference in managing human resources domestically and globally

*Human Resource Management* R. C. Sharma, Nipun Sharma, 2024-09-30 This textbook introduces readers to an array of concepts and current practices of human resource management HRM It provides an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance

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