

Unisa Talent Management Conference

Unisa hosts its first Talent Management Conference from 7 to 8 September 2015 at Emperors Palace.

- Theme:** Leveraging Talent Management through Disruptive Innovation
- Purpose:** To encourage new ways of thinking and challenge the status quo in talent management.
- Programme:** Sub-themes covering the total talent package (talent attraction, development, deployment and retention); talent impact; business strategy and talent alignment; leadership for talent optimisation; leadership bench strength; the talent-transformation relationship; big data insights; a focus on talent analytics and the DF&A of talent management implementation.
- Outcomes:** Conference will provide a platform for professionals to collaborate, critically review the current status of talent management in the world of work, share best practice talent management strategies, debate the merits of talent management as a lever for disruptive innovation and discuss how to move beyond the talent management strategy phase into implementation.

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Labour Law Rules! Second Edition Marie McGregor, 2014-11-21 *Labour Law Rules* is a book designed primarily as an introductory text for students encountering labour law for the first time whether their goal is a law degree or some other discipline involving a basic knowledge of the labour relations regulatory regime in South Africa. In the past two years since publication of the first edition of *Labour Law Rules* some significant events took place which impacted on labour law resulting in a number of changes proposed to reform labour law. The new edition of *Labour Law Rules* aims to lay a sound and up to date foundation of basic labour law rules which will enable students to be empowered to assist in shaping the future working environment and laws of the country. The second edition of the bestselling text book *Labour Law Rules* continues to provide a highly accessible text on labour equity social security skills development and related laws fully updated to include the latest changes and amendments in labour law in South Africa. It discusses these laws against the backdrop of South Africa as a member state of the ILO and the economic and socio economic context in the country.

Handbook of Human Resource Management in the Middle East Pawan S. Budhwar, Kamel Mellahi, 2016-11-25 This Handbook provides evidence based information to the reader regarding the dynamics of HRM in this important region. The book is developed into three parts: contextual and functional issues such as societal and cultural perspectives, performance management and talent management; country specific HRM covering the GCC, Levant and North African nations; and emerging themes such as HR issues related to domestic workers, labour localisation, expatriate management, CSR, Wasta, foreign and public sector firms. Covered under 23 chapters, the systematic analysis highlights the main forces determining HRM systems in the region.

Human Resource Management Practices for Promoting Sustainability Atiku, Sulaiman Olusegun, Fapohunda, Tinuke, 2020-09-18 In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco friendly products and services, there is a need for green training and green human resource development to support green creativity and eco innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. *Human Resource Management Practices for Promoting Sustainability* is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers and students. The book is

also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution

Corporate Leadership and Its Role in Shaping Organizational Culture and Performance Bejaoui, Azza, 2020-09-18 Increasing globalization cutthroat competition recurrent financial crises and new social media technology provide unimaginable strain on companies to rethink their human resources practices Such ever growing business environments particularly call upon companies to develop sustainable leadership practices and create a well established organizational climate By promoting an organizational value system the leader can influence the work behavior and attitudes of the employees and results Corporate Leadership and Its Role in Shaping Organizational Culture and Performance is an essential reference source that investigates the influence of corporate leadership on the organizational culture and performance of a company and ways in which this understanding can improve firm effectiveness nurture entrepreneurial behavior and practices and establish innovative processes Featuring research on topics such as intellectual capital job satisfaction and gender inequality this book is ideally designed for managers executives business leaders entrepreneurs researchers academicians and students

Managing Human Resources Ingrid L. Potgieter, Nadia Ferreira, 2022-09-01 This book volume crafts an exciting original account on the changes and requirements on managing human resources within the context of the new normal Chapters in this book report on current research on the key constructs and processes underlying the management of human resources both on an organisational strategic level as well as an individual employee level Chapters compare current research trends in terms of future potential directions for the management of human resources within the context of the new normal The book also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various classical current and potential emerging issues for research and practice in the smart digital technological world of work for human resource management This volume approaches the concept of managing human resources with the new normal working context from a number of different angles The authors have categorized them as conceptualizing human resource management in the context of the new normal Part I the critical issues in understanding the dynamics of strategic human resources management Part II critical issues in understanding the impact of the new normal on the psychology of employees Part III and the impact of the new normal on individuals with special needs Part IV The book ends in Part V of the volume with an integrated reflection and conclusion on emerging issues for research and practice The primary audience for this book volume is advanced undergraduate and postgraduate students in human resource management as well as scholars in both academic and new normal working contexts Human resource management practitioners will also have an interest in this book volume

ICEL2015-10th International Conference on e-Learning Dr Carlton Watson, 2015-06-12 These proceedings represent the work of researchers participating in the 10th International Conference on e Learning ICEL 2015

which is being hosted this year by the College of the Bahamas Nassau on the 25-26 June 2015 ICEL is a recognised event on the International research conferences calendar and provides a valuable platform for individuals to present their research findings display their work in progress and discuss conceptual advances in the area of e Learning It provides an important opportunity for researchers and managers to come together with peers to share their experiences of using the varied and expanding range of e Learning available to them With an initial submission of 91 abstracts after the double blind peer review process there are 41 academic Research papers and 2 PhD papers Research papers published in these Conference Proceedings These papers come from some many different countries including Australia Belgium Brazil Canada China Germany Greece Hong Kong Malaysia Portugal Republic of Macedonia Romania Slovakia South Africa Sweden United Arab Emirates UK and the USA A selection of the best papers those agreed by a panel of reviewers and the editor will be published in a conference edition of EJEL the Electronic Journal of e Learning www.ejel.com These will be chosen for their quality of writing and relevance to the Journal's objective of publishing papers that offer new insights or practical help into the application e Learning

Academic Life in the Measured University Tai Peseta, Simon Barrie, Jan McLean, 2020-05-18

While a life in academia is still one bestowed with enormous privilege and opportunity on the inside its cracks and fragility have been on display for some time We see evidence of this in researchers bemoaning time spent applying for grants rather than doing research teachers frustrated at the ways student feedback data are deployed to feed judgements about them and doctoral students realising that they have little chance of securing full time academic work Yet in the public policy domain the opposite appears true academics left to their own devices in their elite ivory towers rarely ever do enough This collection addresses the fact that academic life deserves to be rigorously researched Its emphasis on the measured university traces how academic life had ceded itself to the logics of perverse measures and raises questions about whether the contemporary university may well have become too measured to adequately counter the political times now upon us The contributors explore the ways in which measurement inhabits paradoxical positions in these spaces It sketches the contours and consequences of mismeasurement including the personal costs to academic staff It examines our desires and fumbled efforts at institutional transformation and it puts on display our own ethical conduct The collection concludes with a call to chart a course for a revitalized moral economy of academic labour This book was originally published as a special issue of Higher Education Research Development

Human Resources for the Non-HR Manager Carol T. Kulik, Elissa L. Perry, 2023-05-02

Human Resources for the Non HR Manager gives every manager regardless of their functional role access to cutting edge research and evidence based recommendations so they can approach their people management responsibilities with confidence Day to day people management is increasingly the responsibility of front line managers not HR professionals But managers are often poorly prepared for these responsibilities they receive little training and sometimes have little interest in HR People management is never easy and it is particularly challenging in COVID 19's next normal workplace where

managers must engage diverse employees across a wide range of working arrangements This book focuses on the special relationship that line managers have with their employees and describes managers responsibilities across the entire employee lifecycle from front end recruiting and hiring through to long term retention The content is grounded in rigorous academic research but the book s conversational tone conveys basic principles without technical jargon Each chapter includes Manager s Checkpoints to help readers apply the material to their own workplace and Manager s Knots that address gray areas inherent in people management The book is designed for any reader currently working as a line manager or aspiring to a managerial role who wants to improve their people management skills Combined with a complete instructor package the book provides different types of activities to accompany each chapter Some Assembly Required In the News and Undercover Manager The activities can be found in the Instructor Resources Download Hub and are designed to align with student cohorts with varying levels of experience Migration in Southern Africa Pragna Rugunanan,Nomkhosi

Xulu-Gama,2022-05-30 This open access Regional Reader proposes new ways of theorizing migration in Southern Africa by arguing that traditional western forms of theorizing do not adequately fit the South South migration context It explores the existing definitions of a migrant with a view to conceptualise a definition which will speak to the complexities envisioning a more inclusive Southern African region The book investigates the various levels of migration moving from the local rural to urban and urban to rural to cross border migration middle class versus working class migrant household livelihoods livelihoods procurement versus wage earning social capital networks and how they make meaning of their circumstances in a foreign space It also acknowledges the intertwined issues of gender and class as important in analyzing migration processes and the chapters feature both in varying dimensions As such the book provides a great resource for students academics and policy makers *The Early Career Book* Rosie Duncan,2023-09-19 The early part of your career can be tough You have to work out what type of work will suit you best navigate how your company works do well at your job and deal with tough times This book is designed to walk you through important decision making processes to act as a helpful support when things get tough and to help with those big decisions to keep you on the right path in your early career phase The book starts with values and principles understanding what those are and their foundational importance to your career It moves on to the game plan setting goals keeping motivated and the need for one to get anywhere There is also valuable advice on how to cope with and overcome rejection failures and other tough situations Moreover promotion is a key aim for most people at the early stage of their career and the author provides guidance on the best way to achieve that *Employee Relations and Trade Unions in Africa* Chima Mordi,Hakeem Adeniyi Ajonbadi,Olatunji David Adekoya,2023-04-21 Traditionally studies of employment relations in Africa have been dominated by the role of trade unions and how they collectively influence relationships within the workplace A contemporary African outlook into the state of employment relations shows that there has been a shift in the dominance of trade unions This edited collection considers the role of government actors and workers

experiences in both unionised and non unionised organisations It seeks to understand how international and national labour markets including national and international employment actors and institutions affect employment relations and the ways in which these relationships play out in different national contexts Researchers students policymakers and practitioners working around employment relations in Africa will find this book an essential tool particularly those with an interest in comparative and international programmes across areas such as employment relations industrial relations human resource management political economy labour politics industrial and economic sociology regulation and social policy

Organisational Behaviour: Engaging People and Organisations Ricky W. Griffin, Jean M. Phillips, Stanley M.

Gully, Andrew Creed, Lynn Gribble, Moira Watson, 2023-10-01 Organisational Behaviour Engaging People and Organisations is the only Organisational Behaviour text in the ANZ market to deliver a unique integrated learning model for the discipline and incorporate a critical perspective to a mainstream approach The integrative model takes a robust approach by encompassing five levels of analysis environment individual groups leadership and organisation and demonstrating how each relates to one another It teaches a contemporary approach to Organisation Behaviour that aims to understand rather than control human behaviour in organisations This EPAA award winning resource explores the critical perspective in Organisational Behaviour providing a more authentic learning experience for students Instructor Resources include instructor manual PowerPoints Testbank and student solution manual

Pedagogical Love in Adult Education Elisabeth Vanderheiden, Claude-Hélène Mayer, Ana Maria F. Barcelos, 2025-04-30 This volume explores the concept of pedagogical love highlighting its role as a transformative force across diverse educational contexts historical developments and its integration into educational systems It provides both theoretical insights and methodological approaches to pedagogical love The book opens with foundational chapters introducing the concept and progresses to situating it within frameworks such as decolonisation and critical pedagogy It further examines its potential in teacher education addressing specific pedagogical domains such as second language acquisition and literacy as well as cultural contexts spanning Asia Europe Africa and the Americas Moreover the book investigates the implications of pedagogical love in current transformations and digitalisation with particular attention to fully digital environments and artificial intelligence By offering a comprehensive overview and presenting innovative perspectives for research in adult education this book serves as an essential resource for researchers educators and practitioners This edited collection delves into the transformative power of pedagogical love in adult education challenging conventional views of love as merely soft and personal By exploring critical and decolonial perspectives the book opens new avenues for research and practice advocating for love as a profound ethical and political force to confront social injustices and transform educational spaces Bridging critical and decolonial approaches this volume reimagines pedagogical love as a key to transformation in adult education It moves beyond sentimental notions to show how love can address challenges like violence colonialism and social inequity offering a renewed perspective on love's role in shaping the future of education

Michalinos Zembylas Open University of Cyprus Pedagogical love is the root and foundation of all adult education Kaarina M
 tt Professor emerita University of Lapland **Redefining the Psychological Contract in the Digital Era** Melinde
 Coetzee, Alda Deas, 2021-02-18 This book introduces the psychological contract as a multi level contextual construct and
 closes some of the knowledge gaps on the nature of the digital era psychological contract The digital era psychological
 contract gives rise to a new type of employer employee relationship manifesting at the nexus between people and technology
 in a post COVID 19 world The book volume provides promising new approaches for psychological contract research offering
 a rich compendium of reflections on the shifts in employer employee expectations and obligations as well as suggestions for
 future research and practice Chapter contributions are divided into four main sections The Digital Era Contextual Issues and
 the Psychological Contract Managing the Psychological Contract in the Digital Era Issues for Organisational Practice
 Managing the Psychological Contract in the Digital Era Issues of Diversity Integration and Conclusion Redefining the
 Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract
 presenting novel insights into the antecedents consequences and facets of the new multi level contextual digital era
 psychological contract The primary audience for this book volume is advanced undergraduate and postgraduate students in
 industrial and organisational psychology and human resource management as well as scholars in both academic and applied
 work settings Human resource managers and professionals will also have an interest in this book volume **120 Ways To**
Attract The Right Career Or Business Sue Ellson, 2016-05-24 120 Ways To Attract The Right Career Or Business Tried
 And True Tips And Techniques is for defining your highest values and purpose clarifying your vision and overcoming your
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 offers at <http://120ways.com> members Buy the book 120 Ways To Attract The Right Career Or Business Tried and True Tips
 and Techniques here Chapter Outline Preface Introduction 1 It s All About You 1 1 Personal Responsibility 1 2 Action Steps 1
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Women's coping in various spheres in society: Challenges and opportunities Orna Braun-Lewensohn, Claude-Hélène Mayer, Shir Daphna-Tekoah, 2023-01-04 Agile Coping in the Digital Workplace Nadia Ferreira, Ingrid L. Potgieter, Melinde Coetzee, 2021-05-17 This volume outlines emerging issues for research and practice related to agile coping dynamics in the digital era Chapters in this book report on current research on the key constructs and processes underlying coping dynamics in multi disciplinary domains and across the life span Chapters compare current research trends in terms of future potential directions for research on coping

dynamics in the digital era The book also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various classical current and potential emerging issues for research and practice in the smart digital technological world of work for employee across their careers Among the topics discussed The digital era contextual issues and coping Issues for organizational practice Issues for individuals Coping within the employability context Agile Coping in the Digital Era provides theoretical premises and research perspectives while also evaluating the practical utility of theory and research ideas for management and employee practices in Industry 4 0 organizational contexts Competition or Co-operation? South African and Migrant Entrepreneurs in Johannesburg Peberdy, Sally,2017-04-11 Debates about international migration in South Africa often centre on the role of international migrant entrepreneurs who are seen to be more successful than their South African counterparts squeezing them out of entrepreneurial spaces particularly in townships This report explores and compares the experiences of international and South African migrant entrepreneurs operating informal sector businesses in Johannesburg **The SAGE Handbook of Learning and Work** Margaret Malloch,Len Cairns,Karen Evans,Bridget N. O'Connor,2021-10-13 The first two decades of the 21st century have contributed a growing body of research theorisation and empirical studies on learning and work This Handbook takes the consideration of this topic into a new realm moving beyond the singular linking of identity learning and work to embrace a more holistic appreciation of learners and their life long learning Across 40 chapters learners learning and work are situated within educational organisational social economic and political contexts Taken together these contributions paint a picture of evolving perspectives of how scholars from around the world view developments in both theory and practice and map the shifts in learning and work over the past two decades Part 1 Theoretical perspectives of learning and work Part 2 Intersections of learning and work in organisations and beyond Part 3 Learning throughout working lives and beyond Part 4 Issues and challenges to learning and work Enhance Your Employability with Ikigai Dr. Frederick Sidney Correa & Frederick Savio Correa,2021-06-06 Are you currently pursuing your higher education and are looking for that dream job Are you simply unhappy with your current job Do you want to know what employers are actually looking for Are you feeling stuck or helpless in your career and are just going with the flow Are you struggling to find your reason for being If the answer to any of the above questions is yes then this ride is just for you Let s ignite that dormant spark in your heart and fuel up those dreams using a simple but powerful seven step program This program will ensure you increase your value in the most fundamental way that will enable you to enhance those employability skills take control of your career and find true happiness at work while shaping your own destiny

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