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Management Association, Information Resources

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Professional Practices of Human Resource Management in Hong Kong Anna P.Y. Tsui, K.T. Lai, 2009-08-01 Faced with external and internal challenges such as globalization social changes and responsiveness to customers technological development cost containment and structural changes organizations now experience increasing levels of competition Evidence has shown a positive relationship between HR practices and business performance outcomes such as increased profitability and productivity Indeed HRM practices influence employee skills through the acquisition and development of human capital Also the use of well designed performance management systems and pay for performance incentives are important motivations in the workplace Written by HR professionals consultants legal experts and academics with decades of professional experience this volume covers the full spectrum of HRM practices in relation to their strategic contributions to organizations In a hands on and lively fashion it provides up to date HRM knowledge and skills with practical guidelines The purpose of the book is to enhance people management and gain competitive advantage in the fast moving business Enriching Human Capital Through Training and Development P L Rao, 2009 The development of Human environment Resource has assumed importance particularly after the government s focus on HRD introduction of liberalized economy and globalisation of world trade This has led to world trade competition For this purpose every corporate entity sought ISO certification which enjoins on the industry to impart regular training to its workforce Thus training has taken centerstage HR is now considered as human capital and much importance is given to the development and training of this unique resource The one area in HR that found global visibility is training Training has a direct relationship to HR s concern about human capital development and globalisation of workforce People want to study at their own pace and time The exciting development area is therefore e learning Keeping the above developments in view it is imperative that business organisations should develop their own internal resources for training and development of their workforce While giving stress on management development most organizations ignore development and training of operatives who constitute the bulwark of their human capital This aspect has been suitably taken care of in this book This comprehensive book covers all aspects of training and development starting from conceptual inputs to management of training environment instructor's competencies transfer of learning IT based training to mention a few should be presented to line managers The book is divided into four parts Training and Development Training Delivery Evaluation of Training and the last part containing eleven Appendices relating to the Text Attempt has been made to present the subject in a succinct and lucid manner bringing the latest on the subject The text focuses not only on the traditional training methods but also on the importance of development dimensions This comprehensive compendium on training and development sprinkled with copious examples will be useful for the budding trainers HR practitioners and academicians alike **Leadership and Personnel Management: Concepts,** Methodologies, Tools, and Applications Management Association, Information Resources, 2016-02-17 Strong leaders are

essential to the structure of organizations across all industries Having the knowledge skill sets and tools available to successfully motivate manage and guide others can mean the difference between organizational success and failure Leadership and Personnel Management Concepts Methodologies Tools and Applications presents the latest research on topics related to effective managerial practice as well as the tools and concepts that attribute to effective leadership Focusing on a variety of topics including human resources diversity organizational behavior management competencies employee relations motivation and team building this multi volume publication is ideal for academic and government library inclusion and meets the research needs of business professionals academics graduate students and researchers

Proceedings of the 2023 8th International Conference on Modern Management and Education Technology (MMET 2023) Hafizoah Kassim, Nadeem Malik, Premkumar Rajagopal, Manjet Kaur Mehar Singh, 2023-11-27 This is an open access book As a leading role in the global megatrend of scientific innovation China has been creating a more and more open environment for scientific innovation increasing the depth and breadth of academic cooperation and building a community of innovation that benefits all Such endeavors are making new contributions to the globalization and creating a community of shared future To adapt to this changing world and China s fast development in the new era 2023 8th International Conference on Modern Management and Education Technology MMET 2023 to be held in September 22 24 2023 This conference takes bringing together global wisdom in scientific innovation to promote high quality development as the theme and focuses on cutting edge research fields including Modern Management and Education Technology MMET 2023 encourages the exchange of information at the forefront of research in different fields connects the most advanced academic resources in China and the world transforms research results into industrial solutions and brings together talent technology and capital to drive development The conference sincerely invites experts scholars business people and other relevant personnel from universities scientific research institutions at home and abroad to attend and exchange

Strategic Human Resource Management Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan, 2018 What is strategic HRM and how do you apply it in business What makes good HR strategy and how do you develop it What are the key issues that need to be considered when creating developing and embedding a strategic approach to managing people These are the fundamental questions asked by HR professionals and tackled in this innovative and comprehensive textbook Drawing on the latest academic research the well respected author team take a reliably thematic approach to SHRM Broken into four distinct parts the book addresses the context theories themes and future of managing people strategically Case studies and examples include Tata Motors Samsung Pizza Express and Deliveroo ensuring that theoretical discussion is always linked to practical application New Strategic HRM in Action boxes take this one step further by presenting students with a scenario in which they themselves can make strategic decisions and reflect on their own evaluation of real life business practices Critical thinking is essential in SHRM so frequent Critical Reflection boxes Review Questions and

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