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Human Resource Management

T W E L F T H E D I T I O N



Gary Dessler | Biju Varkkey

Human Resource Management Dessler 12th Edition

Gary Dessler



Human Resource Management Dessler 12th Edition:

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Human Resource Management David G. Collings, Geoffrey Wood, Leslie T. Szamosi, 2018-08-15 Despite over three decades of debate around the nature of human resource management HRM its intellectual boundaries and its application in practice the field continues to be dogged by a number of theoretical and practical limitations Written by an international team of respected scholars this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity including its darker sides Human Resource Management A Critical Approach opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this second edition look at HRM and the issues of diversity migration global supply chains and economic crisis This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals looking to deepen their understanding of the complexities of their field

Human Resource Management, 2e Khanka S.S., The second edition continues to familiarize the students with the basic principles and techniques of human resource management Comprehensively this textbook highlights the importance of effective management of human resources which results not only in organisational effectiveness but also sustainable competitive advantage With the coverage of contemporary topics such as HR Scorecard Gen Y Employees and Work life Balance it keeps the students abreast with the current human resource practices of the real world This textbook caters to the requirements of management students and is also a useful resource for HR professionals *FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT* Dr. Nakshatresh Kaushik , Fundamentals of Human Resource Management provides a comprehensive overview of essential HR concepts and practices vital for students professionals and HR aspirants This book covers the core functions of human resource management including recruitment training performance appraisal compensation and labor relations With a blend of theoretical insights and practical applications it equips readers with the

knowledge to handle real world HR challenges Authored by experienced academicians the text is structured to support both classroom learning and self study The engaging content and clear language make it a valuable resource for understanding how human capital drives organizational success in today s dynamic environment **Effective Recruitment and Selection Practices** CCH Australia, Limited,2011-01-05 **Gender Issues in the Sustainable Development Era** Paola Paoloni,2024-05-31 Nowadays sustainability is one of the main pillars for organizations revamp and growth Sustainability can be summarized as the set of actions based on the mutual respect of economic environmental and social interests No action should be taken unless it simultaneously respects the interests of these three spheres The 17 Sustainable Development Goals SDGs developed by the United Nations for the 2030 Agenda are moving in this direction Among them reducing diversity and strengthening women s empowerment are the main targets of Goal 5 Gender Equality This edited volume discusses three main topics Diversity Management for Sustainable Governance of Organisation Innovation and New Technologies for Sustainable Development of Enterprises Led by Women and Agri food Fashion Luxury and Made in Italy in Sustainable Female Firms Seven Management Moralities T. Klikauer,2012-09-18 For the first time Seven Management Moralities delivers a comprehensive overview of all forms of moral and immoral behaviour displayed by management Utilising Kohlberg s ascending scale of seven moralities the book includes the ethics of Aristotle Kant Utilitarianism Bauman Habermas and Singer Transformational Leadership Styles, Management Strategies, and Communication for Global Leaders Roache, Darcia Ann Marie,2023-08-31 The impact of transformational leadership styles management strategies and communication for organizational effectiveness and employee performance within organizations cannot be overemphasized Leadership as a concept has evolved over the years based on situations practices and change management approaches in organizations The evolution of transformational leadership in organizations is imperative to examine in order to motivate and encourage others to collectively support and work to achieve organizational effectiveness or vision and mission Leadership needs a paradigm shift to influence opportunities and challenges in organizations such as organizational behavior motivation communication and management functions Transformational Leadership Styles Management Strategies and Communication for Global Leaders aims to provide relevant theoretical conceptual procedural and the latest empirical research findings frameworks that critically examine the areas of leadership leadership styles management studies and communication for leaders globally It is designed for multi sectoral interests in business and educational organizations chief executive officers executive members team leaders industry leaders human resource directors personnel leadership and management leaders and practitioners **HR Governance** Boris Kaehler,Jens Grundei,2018-07-04 Human resource HR governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice As a part of corporate governance it represents the internal and external normative framework of human resource management and its supervision in organizations This book theoretically integrates HR governance with the related domains of corporate

governance general management HR management and leadership By doing so it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines By interpreting the new ISO 30408 norm on human governance and taking into account recent developments the book helps to comply with and anticipate current and future HR regulations

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