



HUMAN RESOURCE MANAGEMENT

Essential Perspectives

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Human Resource Management Essential Perspectives

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Key Concepts in Human Resource Management Jonathan Sutherland, 2017-05-02 Key Concepts in Human Resource Management is one of a range of comprehensive glossaries with entries arranged alphabetically for easy reference All major concepts terms theories and theorists are incorporated and cross referenced Additional reading and Internet research opportunities are identified More complex terminology is made clearer with numerous diagrams and illustrations With over 500 key terms defined the book represents a comprehensive must have reference for anyone studying a business related course or those simply wishing to understand what human resource management is all about It will be especially useful as a revision aid

Strategic Human Resource Management in the Hospitality Industry: A Digitalized Economic Paradigm Kankaew, Kannapat, 2023-03-13 Human resources are critical within organizations particularly in the modern world where technology can be acquired to produce the same quality of products Today in the context of the digitalized economy hospitality organizations must ensure their human resources are evolving with the times to remain competitive Strategic Human Resource Management in the Hospitality Industry A Digitalized Economic Paradigm discusses strategic human resource management in the hospitality industry and sheds light on every aspect of human resource management in the hospitality industry globally such as from selection recruitment training and development performance management compensation and benefit and employee retention Covering key topics such as technology integration leadership and tourism this reference work is ideal for industry professionals managers business owners administrators policymakers researchers academicians scholars instructors and students

Global Perspectives on Green HRM Olatunji David Adekoya, Chima Mordi, Hakeem Adeniyi Ajonbadi, 2023-08-28 Environmental sustainability has become increasingly important because of irreversible climate change widespread environmental pollution and dwindling resource availability over time Organisations have recently come

under more pressure due to increasing economic political and societal concerns to address environmental issues and improve their environmental performance Recently green human resource management Green HRM among other sustainable environmental strategies adopted by organisations has gained popularity yet little has been published on green HRM practices across the globe This book develops our understanding and practice of green HRM across the globe highlighting practices across different countries on different continents with a particular focus on the Global South The authors draw on various types of research conceptual theoretical and empirical and incorporate contextual issues such as technology politics culture and economics to supplement the readers insights into the current state of green HRM practices across the globe By highlighting theoretical underpinnings and emphasising the practical relevance of green HRM practices this book offers an insightful guide for scholars and students of HRM as well as HR professionals looking for an academic insight to this vitally important area

Armstrong's Essential Human Resource Management Practice Michael Armstrong, 2010-06-03 Armstrong's *Essential Human Resource Management Practice* provides a complete overview of the practices and processes fundamental to managing people The text provides a thorough introduction to the core areas of HR including people resourcing performance management learning and development and rewarding people It also examines the contribution of HR to organizational aims and objectives and how it is integrated within the business The book is accompanied by online resources for both lecturers and students and adopts an increased focus on employee engagement a concept which is becoming increasingly prominent in people management but which is often presented as a mantra without being properly understood this is examined in detail with reference to recent research Michael Armstrong's original *Handbook of Human Resource Management* is the classic text for all those studying HR or who are entering the profession for the first time In this new title Michael Armstrong provides a condensed text which has been rewritten with the non HR student or professional in mind describing and evaluating key HRM concepts such as HRM itself strategic HRM the resource based view the choice between best practice and best fit human capital measurement motivation theory emotional intelligence the flexible firm the learning organization and financial rewards Online supporting resources for this book include lecture slides an instructor's manual case examples and a literature review

Building the Future with Human Resource Management Carolina Machado, 2024-03-18 This book explores the dynamic landscape of contemporary organizations navigating through topics such as innovation creativity emotional intelligence technology and sustainability The book shows how high skilled workers synergize with machines emphasizing the evolving nature of work into a talent centric domain It delves into human resource management offering a comprehensive understanding of its strategic significance in fostering innovative creative and socially responsible organizations The chapters guide the reader through an array of topics from technological trends in HRM to the ethical dimensions of responsible management and the strategic approach to fostering gender equality Each chapter authored by experts in management and engineering serves as a beacon of knowledge providing executives managers

engineers academics and students with the essential tools and insights needed to propel organizations into the future

Human Capital Sally Coleman Selden, 2008-07-21 With the shift from human resources to human capital management HCM public agencies are striving to strategically manage their workforces Sally Selden's groundbreaking book moves far beyond describing best practices and offers the context in which innovative practices have been implemented She details how agencies are creating performance aligned workforces by adopting systems and policies that are driven by their strategic missions This book covers core topics of personnel courses including hiring training retention performance and recognition but also includes integrated coverage on measuring success through assessment Further helping readers grasp how HCM works the book uses original data from the Government Performance Project and incorporates many comparative examples across a wide range of states plus federal and municipal agencies Unlike anything else available Human Capital fills a critical gap for both students and public personnel professionals

Essentials of International Human Resource Management John Opute, 2024-11-03 Understand how to support the successful running of an international business through HR practices which respond to global and local contexts and reflect a changing broader landscape Essentials of International Human Resource Management is a concise and applied textbook which explores HR strategies and approaches for a range of organizations that operate internationally Key topics covered include core HR functional areas expatriation and repatriation managing cultural differences and equality diversity and inclusion It also explores how relevant political socio economic technological and cultural contexts impact on international HR with examples from BAE Systems and Changan Ford Focusing on both established and emerging economies the book examines cutting edge topics including Corporate Social Responsibility CSR emotional and cultural intelligence work life balance and the consequences of the Covid 19 pandemic In text features include learning outcomes key concept boxes and activities The book is supported by online resources consisting of PowerPoint lecture slides self test questions and further resource and video links This is an essential resource for master's level and upper undergraduate students of international HRM

Essentials of Human Resource Management Shaun Tyson, 2014-12-05 The field of human resource management changes rapidly Following the recession new approaches are needed to succeed in a highly competitive global market place and HR managers now draw on disciplines such as business strategy marketing information systems and corporate social responsibility to meet the need for functional interdependence Essentials of Human Resource Management 6th Edition uniquely provides a strategic explanation of how established human resource policies can be adapted to meet new challenges In addition to a thorough exposition of the main policy areas this comprehensive text offers an introduction to organizational behaviour studies incorporates relevant aspects of employee relations and presents an overview of employment law This new edition shows how HR managers can Meet the challenges of international competitiveness through organizational agility Develop policies in talent management total rewards and employee engagement Utilize new technology to improve the efficiency and effectiveness of

HRM Balance business demands with corporate social responsibility Written in an accessible manner Essentials of Human Resource Management acts as an introduction to the subject for undergraduate students on HRM courses as well as for postgraduate students on MBA programmes and it will also be a valuable reference source for line managers A companion website supports this text with further materials

Foundations of Health Care Management Bernard J. Healey, Marc C. Marchese, 2012-08-09 Foundations of Health Care Management Leaders and managers throughout the health care system are facing ever more challenging changes in the way care is delivered paid for and evaluated Foundations of Health Care Management Principles and Methods offers an innovative concise reader friendly introduction to health care management and administration It addresses the need for new skills in managers of health care facilities and for those planning to enter health care management positions The book covers such critical topics as leadership training change management conflict management techniques culture building quality improvement and communications skills as well as collaboration in the improvement of population health Foundations of Health Care Management also concentrates on innovations and describes steps in the transition to more decentralized and creative approaches to the management of health care facilities The book covers physician management from the physician s viewpoint a valuable perspective for health care managers The book serves important dual purposes for faculty and students by providing both insights into the health care field as well as foundational content on essential management and leadership competencies A full set of support materials is available for instructors at the book s companion Web site

The Handbook of Human Resource Management Education Vida Gulbinas Scarpello, 2008 HRM educators and professionals graduate students business executives and anyone interested in effective and efficient management of human resources or in advancing the HRM field will find the Handbook of Human Resource Management Education an invaluable reference tool

BOOK JACKET *EBGC 2019* Reiga Ritomiea Ariescy, Luqita Romaisyah, Devy Sylvia Puspitasari, Agus Setyawan, Firmansyah Wibowo, 2020-02-10 Hosted by the Economic and Business Faculty of UPN Veteran East Java International Conference on Economics Business and Government Challenges ICEBGC provide as a creative event for academicians and practitioners whose interest Economic Business and Government studies to get interconnected with other academicians and other fields of study It is also intended to be an annual event for scholars from various backgrounds to connect and initiate collaborative and interdisciplinary studies The papers presented at the ICEBGC provide research findings and recommendations that are both directly and indirectly beneficial for society needs especially policy makers and practitioners in the Economics topic The 2nd ICEBGC 2019 was held in heroes city called Surabaya Indonesia bringing up a theme of Management and Shifting Era as a response to the modern and dynamics of Management in this shifting era This theme aims at looking more closely on how the relations between Economic Management Business and Government in this region and that of the global world is especially on the shifting discourses from Management as a social fact to the newly emerging Economic and Government digital landscape It is indeed an

emerging situation and a robust area for research Some compelling sub themes were offered and participated by a great number of presenters and participants including among others are Cultural Transformation Literature Review a women s equality in E Commerce Human Development Index Assessing Financial Performance Budgeting Analysis Model Green Accounting Self Management and Nationalism They share their insights study results or literature studies on those topics in a very dynamic discussion

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