

7th edition

Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders

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Human Resource Management Applications Nkomo

**Stella M. Nkomo, Myron D. Fottler, R.
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Crane,1995 A detailed overview of human resource management from a strategic perspective is provided in this text To illustrate this approach a human resource management model is tied to the strategic planning process and then this model is utilized throughout the book to explain how subjects interrelate By introducing key definitions concepts and background in the beginning of the text students have a foundation for understanding the later discussions on strategic management strategic planning portfolio planning and strategy human resource linkages Also emphasized is human resource issues outside of the human resource departments Subsequent chapters review the relationships among various human resource management activities the organization s strategies and the company s external influences including labour force characteristics governmental regulations labour unions and cultural variations This text also evaluates how to align corporate strategy and human resource practice by considering various approaches to cost benefit analysis and the costing of human research activities

Chasing Stars Boris Groysberg,2010-04-19 Why corporate stars often lose their luster after changing jobs It is taken for granted in the knowledge economy that companies must employ the most talented performers to compete and succeed Many firms try to buy stars by luring them away from competitors But Boris Groysberg shows what an uncertain and disastrous practice this can be After examining the careers of more than a thousand star analysts at Wall Street investment banks and conducting more than two hundred frank interviews Groysberg comes to a striking conclusion star analysts who change firms suffer an immediate and lasting decline in performance Their earlier excellence appears to have depended heavily on their former firms general and proprietary resources organizational cultures networks and colleagues There are a few exceptions such as stars who move with their teams and stars who switch to better firms Female stars also perform better after changing jobs than their male counterparts do But most stars who switch firms turn out to be meteors quickly losing luster in their new settings Groysberg also explores how some Wall Street research departments are successfully growing retaining and deploying their own stars Finally the book examines how its findings apply to many other occupations from general managers to football players Chasing Stars offers profound insights into the fundamental nature of outstanding performance It also offers practical guidance to individuals on how to manage their careers strategically and to companies on how to identify develop and keep talent

Handbook of Human Resource Management in Emerging Markets Frank Horwitz,Pawan Budhwar,2015-02-27 The economic growth of emerging markets has been unparalleled in recent history accounting for 50 per cent of global economic output Despite this reality this much needed Handbook is the first contemporary book on human resource management HRM res

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Fottler,McAfee,Nkomo,2004 **Fundamentals of Human Resource Management** Robert N. Lussier,John R.

Hendon,2015-11-26 Fundamentals of Human Resource Management Functions Applications Skill Development takes a unique three pronged approach that gives students a clear understanding of important HRM concepts and functions shows them how to apply those concepts and helps them build a strong skill set they can use in their personal and professional lives

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