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**FOURTH
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Human Resource Management in South Africa

Pieter A. Grobler, Surette Varnich,
Michael R. Carré, Norbert F. Ebert, Robert D. Hatfield

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Human Resource Management Grobler

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Contemporary Issues in Human Resource Management P.A. Grobler,2000 **Fresh Perspectives: Human Resource Management : UJ Custom Publication** ,2009 *Organisational Behaviour* Stephen P. Robbins,2009 This book is the first Southern African edition of Stephen P Robbins s *Organizational Behaviour* the best selling organisational behaviour textbook worldwide **Contemporary issues in human resource management** Pieter Grobler,2000 **Seven Moralities of Human Resource Management** T. Klikauer,2014-10-28 *Seven Moralities of Human Resource Management* analyses morality of HRM from the perspective of American psychologist Laurence Kohlberg This book examines and makes value judgements on whether or not HRM is moral from the viewpoint of Kohlberg s seven stages of morality as a follow up study of the author s 2012 book *Seven Management Moralities* *Human Resource Management in South Africa* Pieter A. Grobler,Michael R. Carrell,Surette Warnich,F. Elbert,Robert D. Hatfield,2001-10-01 The second edition of this best selling text has been fully revised and updated in line with recent changes in the South African working environment In particular legislation such as the Employment Equity and Skills Development Acts are discussed and practical issues including sexual harassment and the management of diversity are explored Balancing theory and practice throughout the authors describe the role and contribution of the HR function in a modern organization review current concepts principles and techniques and assess and evaluate the performance of HR activities all in a South African context **Business Management for Entrepreneurs** Cecile Nieuwenhuizen,2007 *Business Management for Entrepreneurs* introduces entrepreneurs and managers of small and medium sized businesses to all the functions needed to manage these organizations successfully This is an essential guide to the small business management competencies that are essential for the success of a smaller business *Organizational Behavior* Stephen P. Robbins,Tim Judge,2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills **South African Human Resource Management for the Public Sector** Barney Erasmus,2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored **Human Resource Management in South Africa** P. A. Grobler,2005-11 Grobler and Warnich s market leading text has long been regarded as the most comprehensive and user friendly book available for those studying Human Resource

Management in South Africa Written from a business management perspective it not only addresses the traditional core Human Resource activities but also provides the reader with insight into future Human Resource challenges South African Human Resource Management Ben Swanepoel,Barney Erasmus,Heinz Schenk,2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners *Human Resource Management* Jawad Syed,Robin Kramar,2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition s success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking Human Resource Management Sarah Gilmore,Steve Williams,2012-12-06 This book provides a concise engaging and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes,Tomé, Eduardo Luís de Campos Soares,Rouco, José Carlos Dias,2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial

intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations. These phenomena alone are already challenging for people. There is a consensus that the world of work as we knew before the pandemic will not return. Human resource management (HRM) practices must prepare organizations for the future of work. The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts. It also evaluates the impact of HRM policies on individuals, organizations and societies. Covering topics such as corporate social responsibility, job satisfaction and electronic performance monitoring, this major reference work is a crucial resource for leaders from public and private companies, human resource professionals, specialists, students and educators of higher education, researchers and academicians.

Municipal Administration D L Craythorne, 2006. Book CD. Significantly updated to reflect all the latest legislation, this sixth edition remains a user friendly text for all who have dealings with local government. One of the new features is the accompanying CD ROM which contains regulations concerning procurement, fair administrative procedures and the new legislation on corruption. Contemporary Issues in Human Resource Management Rob Bothma, Chris Brewster, Lorraine Carey, Peter Holland, Surette Warnich, 2012-10-13. Contemporary Issues in Human Resource Management 4th edition presents both global and local perspectives on the issues that human resource management face in the modern workplace.

Handbook of Research on Comparative Human Resource Management Chris Brewster, Wolfgang Mayrhofer, 2012-01-01. Global HR practices are of incredible interest to scholars and practitioners. Brewster and Mayrhofer have done a masterful job selecting and organizing 26 incredible chapters on how to conceive, study and practice HRM in diverse global settings. The compendium is thoughtful and thorough with integrated theoretical perspectives and unique insights on each major global region. It is an invaluable source book for those interested in global HR. Dave Ulrich, University of Michigan, US. As the world becomes flatter and more interconnected, questions arise about the future of HRM. Which HRM systems are beginning or will begin to converge globally? Which systems will likely remain constrained by institutions or national culture and why? This book brings together the leading academic authorities and provides the essential starting point to answering these pressing questions. Patrick Wright, Cornell University, US. This unique and path breaking Handbook explores the issue of comparative Human Resource Management (HRM) and challenges the notion that there can be a one best way to manage HRM. The Handbook of Research on Comparative Human Resource Management provides a theoretical, practical and regional analysis of comparative HRM. This book, edited by two specialists on comparative HRM and written by leading experts on each topic and from each region, explores the range of different approaches to conceptualising HRM and highlights HRM policy and practice that occur in the various regions of the world. As such, the volume provides a challenge to the typical assumption that there are consistent problems in managing human resources around the globe that call for

standardised solutions Instead the contributors emphasise the importance of institutional and cultural factors that make HRM a most context sensitive management task Offering a comprehensive view for readers with different interests this insightful Handbook will prove to be an essential resource for academics researchers and postgraduate students in international business business administration HRM socio economics and cross cultural management Practitioners interested in the cultural aspects of HRM will also find this Handbook invaluable

Human Resource Management in Education
C. Loock; B. Grobler; R. Mestry, International Human Resource Management Mustafa Ozbilgin, 2020-07-17 International Human Resource Management is a core text for undergraduate specialist Master s and MBA students taking a module in international or comparative human resource management It provides and introduction to both the theory and practice of managing HR in an international context It discusses the development of mainstream HRM and analyses the significance of the international contexts processes and issues pertaining to the effective employment of people in different geographical locations The book is underpinned by a clear analytical framework of key aspects of international HRM and contains some contributed chapters from experts in the field

International Human Resource Management B. Sebastian Reiche, Anne-Wil Harzing, Helene Tenzer, 2018-10-27 Used by over 25 000 students across 130 countries this bestselling text written by leading international experts in each topic retains its critical edge academic rigour and breadth of coverage in the new fifth edition The new edition reflects the contemporary debates and emerging issues in the field of IHRM supplementing classic theories and models with recent research and international developments Divided into three parts the first section looks at the ways of thinking about IHRM theory and practice the second section deals with multinational companies and how they manage their workforce around the world the final section looks at both traditional and newer approaches to IHRM policies and practices A selection of up to date examples from across the globe are used to support the text including Uber s regulatory challenges across Europe the gig economy employment rights after Brexit health insurance for part timers in the US and EU attracting and retaining millennials the world s happiest and unhappiest countries and CSR in Hong Kong The book is complemented by free online resources for lecturers and students including PowerPoint slides additional case studies SAGE video clips with critical thinking questions free SAGE journal articles for every chapter annotated useful weblinks and suggested answers to self assessment questions Suitable reading for upper undergraduate and masters level students on IHRM modules

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