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Human Resource Management Ronald R. Sims, 2007-01-01 The contributors in this book identify and clearly discuss contemporary and critical issues, challenges and opportunities in HRM. The book attempts to achieve the delicate balance between basic HRM functions and the new world of HRM. Moreover, in a dynamic field like HRM, a complete look at contemporary HRM issues, challenges and opportunities is a must for today's and tomorrow's students and future managers and leaders. After all, it is important for any book to undertake a current state of the field while also bridging the gap of traditional HRM activities, i.e. issues, challenges and opportunities and the possible future state of the HRM field. An organizing principle for this book is the need to for an integrated HRM system comprised of multiple activities designed to influence organizational and employee behaviors. The book's contributors include some basic theories and models that simultaneously consider how HRM activities like recruitment, selection, reward practices and development activities among others are being impacted by contemporary issues, challenges and opportunities for the field of HRM, particularly HRM functions and professional as they are increasingly expected to play a role in enabling organizational managers and other employees to achieve desired organizational results. Thus, the essence of the book is that the collective chapters reflect both a functional orientation built on theory and models but also provide insights into how to translate theory into practice via the establishment of the increasingly critical role HRM procedures, practices and processes play in

accomplishing the goals and objectives in contemporary organizations Human Resource Management, 10th Edition
Raymond J. Stone, Anne Cox, Mihajla Gavin, 2020-12-14 The new edition of Raymond Stone's Human Resource Management is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 14 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios Complementary to your courses with well written conceptual content Stone's 10th Edition will save you research and assessment prep time with a host of case studies that cement learnings and get students thinking critically

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