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Ina Ehnert, Wes Harry, Klaus J. Zink



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Research Handbook on Human Resource Management and Disruptive Technologies Tanya Bondarouk, Jeroen Meijerink, 2024-03-14 This comprehensive and judicious Research Handbook examines the fundamental influence of the emergence of contemporary disruptive technologies including artificial intelligence online platforms the internet of things and social robots on Human Resource Management HRM

Advanced Methods for Human Resource Management Research Paul Joseph-Richard, 2025-01-03 Understanding and applying research methods is a key skill in human resource management This new textbook shows how to successfully complete a research project across the HR function Advanced Methods for Human Resource Management Research provides a practice based approach to planning and implementing research projects Each chapter focuses on one HRM practice and a Method in Focus feature that shows how a particular method could be used for researching that practice This enables postgraduate Research Methods students to gain an understanding of how research may be most effectively conducted for different aspects of HR from recruitment selection and people analytics to learning and development sustainable HRM and employee wellbeing This book offers comprehensive guidance on what kinds of questions can be asked and the application of current designs and methods Readers will learn how to conduct both qualitative and quantitative research such as interviews and literature reviews using Big Data social media and visuals as well as creating cross country designs to engage international participants It is supported by learning outcomes real world examples discussion questions and ethical dilemma exercises to develop critical understanding of the material Online resources include lecturer slides annotated web links further reading and new reflective questions for students This textbook is written for postgraduate HR students taking Research Methods modules as part of their degree

The Adoption and Effect of Artificial Intelligence on Human Resources Management Pallavi Tyagi, Naveen Chilamkurthi, Simon Grima, Kiran Sood, Balamurugan Baluswamy, 2023-02-10 Emerald Studies In Finance Insurance And Risk Management 7B explores how AI and Automation enhance the basic functions of human resource management

Human Resource Management Robert N. Lussier, John R. Hendon, 2020-11-18 Written for both HRM majors and non majors Human Resource Management Functions Applications and Skill Development equips students with the skills they need to recruit select train and develop employees Best selling authors Robert N Lussier and John R Hendon explore the important strategic functions that HRM plays in today s organizations A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook expands coverage on topics such as diversity and inclusion AI employee engagement and pay equity and features 17 new case studies on a range of organizations including Starbucks and its response to the COVID 19 pandemic This title is accompanied by a complete teaching and learning package Digital Option Courseware SAGE Vantage is an intuitive digital platform that delivers this text s content and course materials in a learning

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The SAGE Handbook of Human Resource Management Adrian Wilkinson,Nicolas Bacon,Tom Redman,Scott Snell,2012-07-10 The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives An indispensable resource for advanced students and researchers in the field the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The interdisciplinary and wide ranging potential of the practising field is reflected through contributions from a diverse range of disciplines including psychology politics and sociology

Human Resource Management John Bratton,Jeff Gold,Andrew Bratton,Laura Steele,2021-12-30 Authoritatively and expertly written the new seventh edition of Bratton and Gold s Human Resource Management builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra

resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning Global Human Resource Management Casebook James Hayton,2012-04-27 The Global Human Resource Management Casebook is a collection of business teaching cases focusing on Human Resource Management issues around the world Each case is based in a single country and illustrates one or more significant challenge faced by managers and HR practitioners The influence of the unique national cultural and institutional context upon the issues in the case is emphasized In total 32 unique and original cases are presented each from different national contexts Every case is followed by a set of questions for use in class discussion or private study of the cases This casebook is a project undertaken by a committee of international members of the Human Resources Division of the Academy of Management USA The HR Division currently has over 3500 members worldwide indicating a significant immediate audience for the text The committee referred to as the HR Ambassadors Committee James Hayton Chair is intended to represent the global membership of the organization We currently have members in over 60 countries and Ambassadors for over 50 of these The committee was established to contribute to the internationalization of the HR Division and the Academy of Management by creating collaborative projects that both involve and serve the global membership This book which represents the first product of our collaboration is expected to provide a useful teaching tool for HRM educators and secondarily is expected to be of use to HR practitioners with an interest in the globalization of HRM

Human Resource Management Ronan Carbery,Christine Cross,2018-11-10 This contemporary global and engaging textbook covers all the core HRM topics Providing a succinct overview it gives you the tools to engage your students in critical thinking and to develop their employability skills Rich in pedagogy features like HRM in the Global Business Environment and HRM and Organizational Performance prepare your students for the modern workplace Video interviews offer a practitioner perspective allowing students to relate theory to practice while HRM in the News boxes shine a light on current issues such as lawsuits against ridesharing company Uber The second edition of this popular textbook is compulsory reading for HRM courses at both undergraduate and postgraduate level Accessibly written but also offering depth and rigour it is appropriate for a wide range of courses New to this Edition Fully revised and updated learning features including two brand new features HRM and Organizational Performance and HRM in the Global Business Environment A new chapter on human resource analytics New video interviews including major multinational companies New international content brings in a global perspective Accompanying online resources for this title can be found at bloomsburyonlineresources.com human resource management 2e These resources are designed to support teaching and learning when using this textbook and are available at no extra cost **Handbook of Qualitative Research Methods on Human Resource Management** Keith Townsend,Rebecca Loudoun,David Lewin,2016-08-26 This Handbook explores the opportunities and challenges of new technologies for innovating data collection and data analysis in the context of human resource management Written by some

of the world's leading researchers in their field it comprehensively explores modern qualitative research methods from good project design to innovations in data sources and data collection methods and finally to best practice in data analysis

Sustainability and Human Resource Management Ina Ehnert, Wes Harry, Klaus J. Zink, 2013-07-03 The role of HRM in developing sustainable business organizations is increasingly attracting attention Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract regenerate and develop motivated and engaged employees by making the HRM system itself sustainable On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management key stakeholders and NGOs and by realising economic ecological social and human sustainability goals This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems ergonomics HRM linking sustainability and HRM It brings together the views of academics and practitioners and provides many ideas for conceptual development empirical exploration and practical implementation This publication intends to advance the international academic and practice based debates on the potential of sustainability for HRM and vice versa In 19 chapters 26 authors from five continents explore the role of HRM in developing economically socially and ecologically sustainable organizations the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world

A Guide to Key Theories for Human Resource Management Research Kate Hutchings, Snezhina Michailova, Adrian Wilkinson, 2024-01-18 This authoritative Guide provides 41 summaries of important theories used for research in HRM Each entry clearly defines a theory provides insight into the development of the theory demonstrates the application of the theory to HRM and discusses areas where the theory could be applied in future research projects Additionally the two introductory chapters overview HRM in relation to theory and explain the importance of theory in research and issues to consider when using theory

Auditing and Corporate Governance Dr. Preeti Rani Mittal, Dr. Anshika Bansal, Dr. R.C. Bhatia, 2021-07-19 This book presents a broad introduction to the field of Auditing and Corporate Governance realistically and practically while offering the largest and most diverse collection of issues on the company or organization This book is divided into two parts The first part covers Auditing which consists of 13 chapters that express the detailed concepts of auditing concisely and clearly The second part covers Corporate Governance which consists of 11 chapters that express corporate governance's detailed concepts simply and lucidly The material presented in this book revolves around the following themes Audit Planning Audit Process Audit Report Auditing Standard Whistle Blowing Business Ethics and Corporate Social Responsibility etc

An Introduction to Human Resource Management Nick Wilton, 2025-02-07 Grasp the fundamentals of Human Resource Management with this engaging and accessible text ideal for undergraduate and postgraduate students Covering the key aspects of HRM this bestselling book will

prepare you for the strategic decisions and issues you may face in your HR career This updated 6th edition includes current discussions on topics such as the gig economy gender equality and AI and is packed with useful learning features including Case studies from a cross section of global industries such as Netflix Uber and Lego A running case study throughout allowing you to relate theory to practice as you solve the challenges faced by the HR Manager of a hotel HRM in Practice Ethical Insight and Global Insight boxes which look at HRM in a practical context and stimulate critical debate Self test questions and a key terms glossary to allow you to check your understanding as you learn Nick Wilton is Professor of Applied Human Resource Management and Associate Dean of People Accreditation and Reputation at Oxford Brookes Business School

Perspectives in Human Resources Satyajit Chakrabarti, Ashutosh Muduli, Saikat Chakrabarti, Anirban Sarkar, Mrinal Kanti Das, Avijit Brahmachary, 2024-01-25 This book takes a practical approach to human resource management HRM providing practising managers researchers and students with a framework for developing and implementing human centred HR strategies Enabling human centred HRM approaches allows businesses and industries to implement suitable processes and systems which keep their employees wellbeing in mind and build sustainable workforces and organisations The book focuses on the use of numerous tools in HR analytics and their application across disciplines and industries Using empirical data review of existing research and case studies the chapters in the volume look at the organisational processes and performance of various HRM strategies and explore themes such as diversity and inclusiveness in the workplace organisational culture inclusive leadership non verbal communication cross cultural management work life balance and the focus on the physical and emotional wellbeing of employees Part of Contemporary Management Practices series this book will be useful to practising managers researchers and students of human resource management organizational studies business studies psychology and behavioural sciences

International Human Resource Management Anne-Wil Harzing, Ashly Pinnington, 2010-11-12 The eagerly awaited Third Edition of the hugely successful International Human Resource Management succeeds in maintaining the academic rigour and critical focus that have established its reputation as the most authoritative and cutting edge text in the field Positioning itself firmly within the globalized environment it provides wide ranging and truly international coverage driven by the expertise of a writing team comprised of internationally renowned experts New to the Third Edition Completely revised and restructured to better match international HRM courses New chapters include social responsibility sustainability and diversity comparative HRM and approaches to IHRM Country focus boxed feature comparing and contrasting issues in different countries Further international examples and case studies Each chapter ends with stimulating discussion questions and self assessment questions to encourage students to test their knowledge A companion website with instructors manual and free full text journal articles and additional case material for students The Third Edition of International Human Resource Management is a comprehensive guide for today s IHRM researchers students and practitioners It covers not only traditional IHRM topics such as expatriate

selection and the implications of cultural differences but also advances our understanding of topics that have gained importance recently such as strategic IHRM and international total rewards programs As a text it has the advantage of including chapters covering each of the major topics in IHRM carefully chosen and orchestrated by an excellent editing team and written by leading specialists in each topic The inclusion of discussion questions for students and instructor materials makes it a student friendly instructional resource Mark F Peterson Professor of Management and International Business at Florida Atlantic University

Effects of Climate Change on Social and Economic Factors Sevincli, Berfin Göksoy,Sava, Dilek Alma,2024-10-24 Climate change impacts social and economic systems worldwide As rising temperatures extreme weather events and shifting ecological patterns rise the effects impact human lives mental health and community stability Vulnerable populations often bear the brunt of these changes worsening inequalities and limiting access to resources Economically climate change disrupts industries market dynamics and costs in the public and private sectors Understanding the relationship between climate change and social economic factors is essential for developing effective policies and strategies to promote business resilience equity and sustainable development Effects of Climate Change on Social and Economic Factors examines the social and economic effects of climate change on global businesses It offers solutions for addressing climate change in policy psychology tourism and finance among other sectors This book covers topics such as climatology mental health and data science and is a useful resource for environmental scientists economists sociologists data scientists psychologists academicians business owners engineers and researchers

Human Resource Management in Russia Michel E. Domsch,Tatjana Lidokhover,2017-11-30 Investigating Human Resource Management issues in Russia this volume looks at the current state of Human Resource practice within Russian enterprises its various problems and possible solutions Following a detailed introduction into the current economic developments taking place in Russia the book examines the new role of the HR department in Russian enterprises and the influence of national politics on HR practice The book also discusses key HRM issues such as recruitment and selection training and development payment and compensation before surveying the various HR problems encountered by multinational companies working in Russia

Fundamentals of Human Resource Management Robert N. Lussier,John R. Hendon,2019-08-06 Fundamentals of Human Resource Management Functions Applications Skill Development helps students of all majors build the skills they need to recruit select train and develop employees Bestselling authors Robert N Lussier and John R Hendon explore the important strategic function HR plays in today s organizations A wide variety of applications self assessments and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives The Second Edition includes 13 new case studies and new coverage of the agile workplace generational differences gamification social media and diversity and inclusion This title is accompanied by a complete teaching and learning package

Global Trends in Human Resource Management E. Parry,E. Stavrou,M. Lazarova,2013-02-05 Provides

an understanding of how HRM policies and practices differ across countries and how the development of management practice may be affected by different institutional and cultural contexts Containing contributions from a range of well respected HRM scholars across the world this collection is based upon data from a unique research project **Knowledge, Belief and Culture in Human Resource Management for Hr Practitioners and Entrepreneurs** Arbab Akanda,2015-02-26 THIS BOOK IS FOR THOSE WHO WANT TO MAKE A POSITIVE IMPACT ON THE SOCIETY THROUGH ORGANISATIONS THAT VALUE HUMAN RESOURCES IN THE TRUE SENSE AND SPIRIT

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