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Human Resource Management

T W E L F T H E D I T I O N



Gary Dessler | Biju Varkkey

Human Resource Management 12 Edition Dessler

Yi-Tong Ma



Human Resource Management 12 Edition Dessler:

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Book elucidates in an easily comprehensible manner the concepts of human resource planning, job analysis and collection of job data, job design, recruitment, selection and barriers to effective selection, psychological testing and interviews, placement and induction procedure, training and management development techniques and problems associated with performance appraisal, career planning, promotions, transfer and demotions, employee compensation, incentives, benefits and services, industrial relations and disputes, employee grievances, employee welfare, safety and health, collective bargaining and global human resource management. The book is the first of its kind as it provides learning objectives in the beginning of every chapter, numerous exhibits and examples that would help sustain the interest of readers, key terms and questions following each chapter, a small HR dictionary in the end of the book. Surely the book will provide a rewarding and refreshing experience to its readers.

Human Resource Management Raj Kumar, 2010-12 Human Resource Management: Strategic Analysis, Text and Cases has been designed to provide the comprehensive knowledge about the subject. The book combines the operational as well as the strategic aspects of HRM. It presents detailed coverage of the principles and concepts of HRM including its strategic aspects. The text provides logical and analytical application of the concepts. The strategic analysis involves an integrative approach of HRM with strategic management. Case studies have been given at the end of each chapter to make the subject more practical and analytical. Salient features of the book: Covers all relevant topics of HRM; Integrates operational HRM with strategic management; Inspires managerial actions to successfully deal with the challenges and emerging trends in HRM; Provides holistic view of global HRM; Simple and reader-friendly language; Invaluable text for the students of MBA, M.Com and other postgraduate students who are specializing in HRM; Useful guide for HR professionals and executives of corporate sector.

Artificial Intelligence Techniques in Human Resource Management Soumi Ghosh, Soumi Majumder, Santosh Kumar Das, 2023-08-18 This new volume presents a range of techniques that aim to enhance the operation of human resource management by applying state-of-the-art artificial intelligence technology. With illustrative case studies, the volume uses examples from several real-life problems and includes their possible solutions using advanced AI technology. The book explores the confluence of smart computing and traditional businesses to foster productivity, profitability and prosperity and goes on to apply AI techniques in the recruitment process with enterprise resource planning management software for manpower optimization systems in colleges for creating uniformity in HRM across organizations for creating conflicting strategy management techniques and more. One pandemic-related chapter discusses the use of radio frequency based technology for monitoring social distancing.

Managing Employee Attitudes and Behaviors in the Tourism and Hospitality Industry Salih Kusluvan, 2003 The tourism industry of which the hospitality industry is the core element is one of the largest and the fastest growing industries world-wide. According to World Tourism Organisation forecasts, the industry will continue to grow and employ more people in the twenty-first century. In parallel with the growth of the tourism and hospitality industry, world-wide consumer expectations and

demands for quality are rising while consumer tastes are varying on the one hand and competition among the firms both nationally and internationally is intensifying on the other In this business environment of heightened consumer expectations distinct market segments that demand unique products and services and stiff competition tourism and hospitality organisations are looking for ways to excel in service quality customer satisfaction competition and performance This book takes the view that employees are one of the most if not the most important resources or assets for tourism and hospitality organisations in their endeavour to provide excellent service meet and exceed consumer expectations achieve competitive advantage and exceptional organisational performance The purpose of this book is to emphasise the critical role of employees for tourism and hospitality organisations and to examine the ways and means of managing their attitudes and behaviours for the mutual benefit of both parties tourism and hospitality organisations and their employees

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