



Employee Benefits and Services

10

Krista Uggerslev, NAIT

Chapter

Chapter Ten

Ten

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CANADIAN HUMAN RESOURCE MANAGEMENT

Learning Objectives

Describe the objectives of indirect compensation.

Explain how government furthers employee security and which major Canadian laws relate to it.

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Lionel J. Postic



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The Praeger Handbook of Human Resource Management Pamela Dixon, Jerry W. Gilley, Ann Gilley, Scott A.

Quatro, 2008-11-30 The two volume Praeger Handbook of Human Resource Management is an indispensable resource for anyone with a question relating to workplace practice or policy Volume One contains information organized by HR task or topic Recruitment and selection employee development performance management compensation and benefits administration and employment law Volume Two covers organizational issues like leadership and HR strategy organizational development change management and general HR issues and workplace policy Written by experts of all stripes including HR professors HR consultants and practicing HR managers this is the one stop preeminent source for all things HR Anyone with personnel duties whether VP for Human Resources or office manager will find actionable answers to all their questions quickly Personnel management is a critical business function Make a mistake in say firing an employee and soon you may find yourself on the phone with a lawyer This handbook will help readers avoid personnel potholes and snares Volume one of this set tells among dozens of other topics how to hire well train employees evaluate and develop workers fire legally set compensation and abide by federal and state employment laws Volume two rises above the trees for a look at the forest leadership development succession planning managing change and conflict creating emergency response plans managing teams forecasting employment trends measuring results and acquiring HR credentials In addition volume two will help companies develop workplace policies on everything from suitable dress to disciplinary procedures to work life balance Entries in each category are short and to the point from 500 to 1 000 words Sprinkled throughout are longer overview theory pieces on subjects like performance management selection training and HR Strategy And the set will contain an extensive bibliography resource section and checklists on topics like hiring safety termination training and more The Best Places to Work for are also the most profitable and the most fun This handbook helps lay the foundation for building a rewarding inspiring and productive workplace where people come to work each day with smiles on their faces

Defining and Applying HRM in the Workplace Richard Heiser, 2015-09-15 With a focus on the essentials Defining and Applying HRM in the Workplace is a learning instrument through which managers and students of management can learn and apply effective HR strategies and tactics in public private and nonprofit organizations of any size Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2017-02-03 Armstrong's Handbook of Human Resource Management Practice is the bestselling definitive text for all HRM students and professionals Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it contains in depth coverage of all the key areas essential to the HR function such as employment law employee relations learning and development performance and reward Accessible and to the point as ever this fully updated 14th edition includes emerging theory and practice embracing the most current thinking on engagement talent management and leadership development With updated

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engagement in nonprofit organizations It examines the antecedents dimensions and consequences of employee engagement while providing evidence based context specific models for the deployment of employee engagement to facilitate how individuals and teams contribute to and enhance organizational performance and community outcomes in nonprofit organizations Alongside the theoretical aspects are concrete examples of how to develop implement and manage employee engagement in nonprofit employment relations and HR practices Facilitating understanding of aspects of engagement that are unique to nonprofit organizations this work offers researchers and students a comprehensive analysis of models that explain the role of the environment the characteristics of employees and the organization in the dimensions of employee engagement in nonprofit organizations *Managing Human Resources* Arthur W. Sherman, George W. Bohlander, Scott Snell, 1998 This leading book emphasizes overall practicality and application Practical tips and suggestions provide effective ways of dealing with problems in communication leadership discipline performance appraisal and compensation administration **Utah State Bulletin** , 2009 the official noticing publication of the executive branch of Utah State Government

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