

# Human Resource Management in South Africa

SECOND EDITION



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# Human Resource Management Grobler

**Cecile Nieuwenhuizen**



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*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*      **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      **Human Resource Management in Education** C. Loock; B. Grobler; R. Mestry,      **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 country's 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

**South African Human Resource Management** Barney Erasmus, Heinz Schenk, Maelekanyo Mulaudzi, Anton Grobler, 2019 South African human resource management now in its seven edition answers the growing demand for human resource management HRM compendium specific to South Africa

**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 Accompanying online resources for this title can be found at [bloomsburyonlineresources.com](http://bloomsburyonlineresources.com) human resource management in a global context These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

*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

**International Human Resource Management** B. Sebastian Reiche, Helene Tenzer, Anne-Wil Harzing, 2022-10-29 Written by leading experts in the

field this bestselling textbook has guided over 25 000 students across 130 countries through their International Human Resource Management studies Retaining its critical edge academic rigour and breadth of coverage the sixth edition has been thoroughly updated to include cutting edge content on the Covid 19 pandemic digitalization and artificial intelligence AI as well as a broad range of new case studies and practical examples from organizations around the globe Suitable for upper level undergraduate and postgraduate students of International Human Resource Management Lecturers can visit the companion website to access a range of online resources designed to support teaching including a teaching guide PowerPoints videos with critical thinking questions and answers and selected content from the SAGE Business Cases platform B Sebastian Reiche is Professor of People Management at IESE Business School in Barcelona Anne Wil Harzing is Professor of International Management at Middlesex University London Visiting Professor at Tilburg University and Fellow of the Academy of International Business Helene Tenzer is Assistant Professor of International Management at LMU Munich School of Management

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

**Textbook for Human Resource Practitioners**, 1996 **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: Strategy and Practice** Alan R. Nankervis, Marian Baird, Jane Coffey, John Shields, 2016-09-15

In its 9th edition AHRI endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are integrated throughout alongside an expanded coverage on ethics and a focus on critical analysis Thoroughly revised and updated with the latest research findings this edition incorporates a wealth of new material including corporate social responsibility ethics sustainable management practice leadership talent management industrial relations and retains its focus on core human resource elements Accompanied by online study tools which help to reinforce concepts apply critical thinking and enhance skills this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management

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