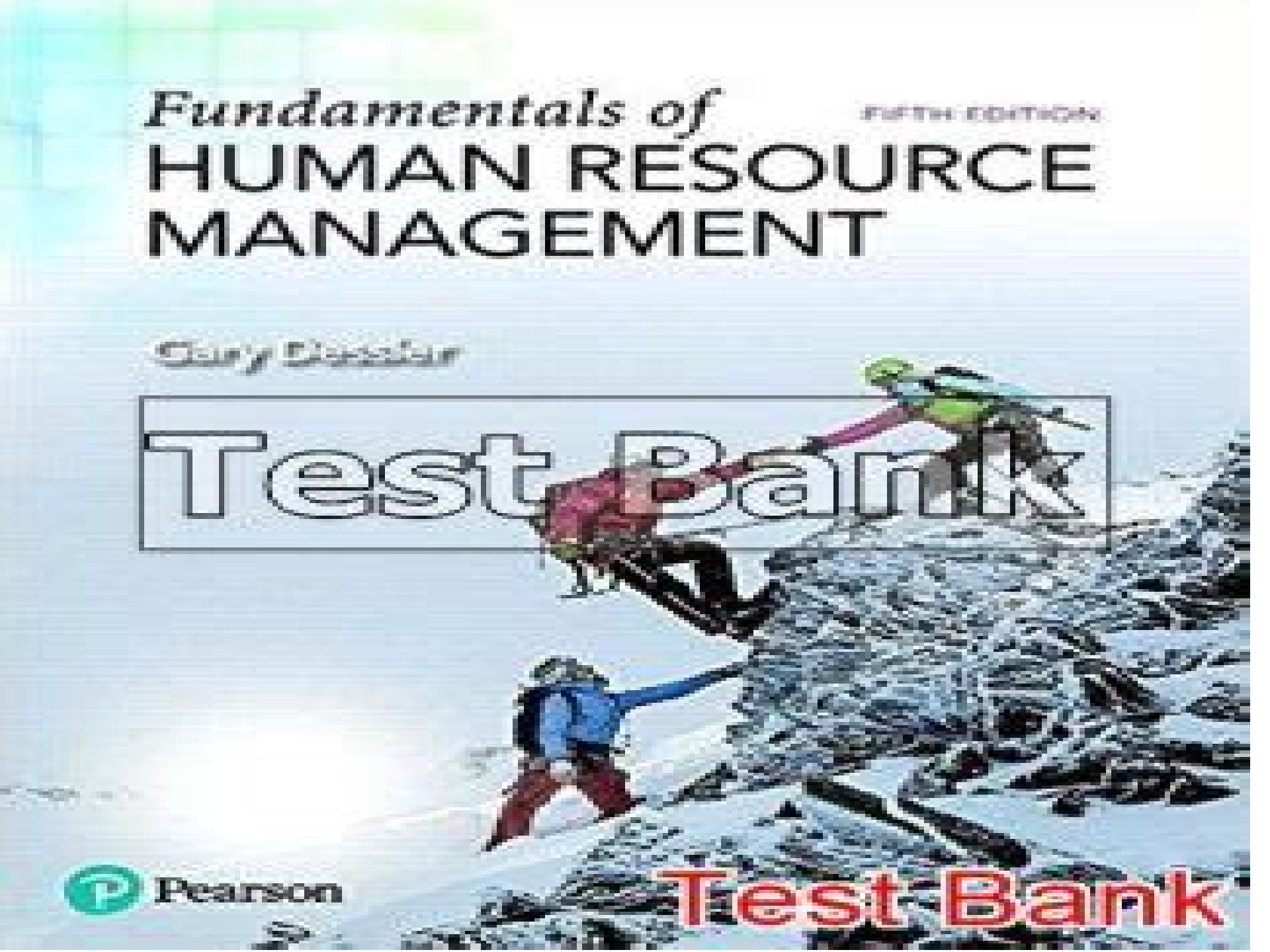


Fundamentals of HUMAN RESOURCE MANAGEMENT

FIFTH EDITION

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A photograph of three mountaineers climbing a steep, rocky mountain peak. The climber in the foreground is wearing a blue jacket and red pants, reaching up. The climber in the middle is wearing a red jacket and black pants, also reaching up. The climber in the background is wearing a green jacket and black pants, reaching up. They are all using ropes and climbing gear. The background is a clear blue sky.

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**Talya Bauer, Berrin Erdogan, David
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making the book guides leaders in navigating their organization's journey along the maturity continuum to achieve their North Star vision of becoming a just and equitable organization. The book also helps managers to assess ecosystems and organizational systems that justice, equity, diversity, and inclusion impact. Take a deeper dive into transformational and operational components to gain insights on the deep systemic realignment of the North Star vision. Identify and engage with diverse stakeholders to gain perspective and understand issues crucial for transformative change. Leverage people-centered design to create a process promoting diversity of voices and to better align outcomes with shared organizational vision. Use data to drive decision making and reduce bias by removing intuition from the decision making process. Leverage the book's frameworks to drive collaborative systemic change. Adapt insights highlighted in multiple interviews with DEI practitioners. Benefit from lessons learned and best practices featured in the book's case studies. This book features a primer which is a quick reference guide to key terms, concepts, and definitions. It helps to define justice, equity, diversity, inclusion, and other key terms such as unconscious bias, stereotypes, and microaggressions. It also features a toolkit which includes checklists to help managers lead organizations to realize their own North Star vision.

Fundamentals of Human Resource Management
Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10. Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace.

Fundamentals of Human Resources Management, Fourth Edition Diane Arthur, 2006. Key tools for developing a human resources plan based on organizational needs. Fundamentals of Human Resources Management, Fourth Edition is a comprehensive and up-to-date guide to virtually every aspect of human resources management, from understanding the basic HR functions to using the Web for recruiting and selecting the latest HRIS. Whether new to the profession or a newly promoted professional, students will find in this book all the information and skills they need to do their job and make a positive impact in their organization. Readers will learn how to answer the human resource challenges.

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