

Human Resource Management

THIRTEENTH EDITION



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Strategic Human Resource Management in the Hospitality Industry: A Digitalized Economic Paradigm Kankaew, Kannapat, 2023-03-13 Human resources are critical within organizations particularly in the modern world where technology can be acquired to produce the same quality of products Today in the context of the digitalized economy hospitality organizations must ensure their human resources are evolving with the times to remain competitive Strategic Human Resource Management in the Hospitality Industry A Digitalized Economic Paradigm discusses strategic human resource management in the hospitality industry and sheds light on every aspect of human resource management in the hospitality industry globally such as from selection recruitment training and development performance management compensation and benefit and employee retention Covering key topics such as technology integration leadership and tourism this reference work is ideal for industry professionals managers business owners administrators policymakers researchers academicians scholars instructors and students

Human Resources Management and Ethics Ronald R. Sims, Sheri K. Bias, 2021-01-01 Human Resources Management and Ethics Responsibilities Actions Issues and Experiences explores and provides an in depth look at the responsibilities actions issues and experiences related to HRM and ethics for individual employees organizations and the broader society Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they contribute to an organization's ethical orientation and overall performance or success While the ethical challenges trends and issues impacting employees organizations and HRM professionals will continue to change over the years consider the recent ethical challenges related cybersecurity and data breaches the bottom line of organization success is the clear reality that doing the right thing or institutionalizing an ethical culture or character is just as important to various stakeholders The chapters in this book provide an updated current and future look at the relationship between HRM and ethics and across various sectors or organizations i e public private not for profit academic etc That is this book discusses the ever evolving role of HRM professionals to include discussion of how the profession continues to take on more responsibility for developing and institutionalizing an ethical culture in their organizations industries and the broader society The book also contributes to the need for ongoing dialogue discussion or insights offered by HRM experts on what HRM professionals and their organizations can do in the face of ethical expectations challenges and scandals In the end the book is intended to increase our understanding of the ethical responsibilities actions issues and experiences that arise both within HRM and in HRM's interactions with individuals and organizations

The Definitive Guide to HR Management Tools (Collection) Alison Davis, Jane Shannon, Wayne Cascio, John Boudreau, James C. Sesil, Ben Waber, Bashker D. Biswas, Steven Director, 2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals

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Human Resource Management: Text & Cases, 2nd Edition Pande Sharon & Basak Swapnalekha, 2015 In a constantly evolving

service led Indian economy human resources have become the cornerstone of an organization's success. The management of human capability has become an art that has to be understood and mastered to run a successful enterprise. Human Resource Management Text and Cases 2e explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day today basis. Going beyond the coverage of a traditional textbook, this book focuses on applied aspects of HRM which capture the evolving challenges in the field. The authors have used their extensive real world work experience in talent acquisition and human resource development and retention to provide lucid explanation of all major concepts of human resource management. Replete with examples and cases, this title is a complete guide for all MBA students and HR practitioners.

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City of London College of Economics, Overview

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Human Resource Management and Internal Marketing Teena Mishra, 2022-12-30

This book explains various key concepts of internal marketing and its relation to human resource management, commitment, service quality, market orientation etc. Various human resource models are insufficient to define internal marketing. Therefore, there is a need to focus on the models and key concepts of human resource management and internal marketing and in what way they contribute to organizational success. It involves motivation, internal market research, internal communication, internal segmentation, employee retention, inter functional coordination and internal branding. The current need for human resource management is to link human resource management and marketing practices which are called internal marketing. Internal marketing plays an eminent role in organizational success. This book helps students, practitioners, start ups and educationists. This is a research monograph that will assist an organization to decide the future of human resource management as well as organizational development. This book is for marketing as well as human resource discipline as internal marketing is the integration of marketing and human resource management. Due to new technology, globalization and liberalization, market

need and demand are also changing thus it is necessary to understand new trends in the application of human resources Therefore it is necessary to motivate and satisfy internal customers and make them market and skill oriented **Meeting the Challenge of Human Resource Management** Vernon D. Miller, Michael E. Gordon, 2014-07-11 While communicating is a vital skill for managers at all organizational levels and in all functional areas human resource managers are expected to be especially adept communicators given the important interpersonal component of their roles Practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of communication theory and practice into standard human resource management practices This book compiles readings by thought leaders in human resource management and communication exploring the intersection of interests theories and perspectives from the two fields to highlight new opportunities for research and practice In addition to covering the foundations of strategic human resource management the book offers a critical review of the research literature on topics including recruitment selection performance management compensation and development uses a communication perspective to analyze the impact of corporate strategy on human resource systems investigates the key human resource management topic of the relationship between a company's human capital and its effectiveness directly discusses the implications of communication literature for human resource management practice Written at the cross section of two established and critically linked fields this book is a must have for graduate human resource management and organizational communication students as well as for high level human resource management practitioners

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