

Human Resource Management

The background of the cover features a series of vibrant, multi-colored lines (including shades of blue, green, yellow, and orange) that flow and curve across a dark, almost black, background. These lines create a sense of movement and depth, resembling a stylized representation of human connections or data flow. A solid teal horizontal bar runs across the top of the cover, serving as a backdrop for the title and author's name.

Fifteenth
Edition

Gary Dessler

Human Resource Management 13 Edition Dessler

Jicheng Xie



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Strategic Human Resource Management: Theory, Practice, and Innovation Dr. Swati Bansal ,Dr. Ruchi Rayat ,Dr. Khagendra Nath Gangai ,2025-03-24 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 *Essentials of International Human Resource Management* David C. Thomas,Mila B. Lazarova,2013-06-28 With increasing globalization comes the need to understand human resource management HRM more broadly across countries cultures institutions and organizational types Designed to help readers explore and understand the key concepts and latest research behind the strategic management of people in organizations that operate in a global context this accessible book provides concise coverage of HRM concepts balancing comparative approaches and US and non US schools of thought Not limited to the multinational firm the book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context Chapter opening vignettes short cases exemplify the chapter s core topics and show readers how chapter content can be applied Extensive references make it easy for readers to explore concepts in more depth *Research Anthology on Human Resource Practices for the Modern Workforce* Management Association, Information Resources,2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for

human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

Essentials of International Human Resource Management Lazarova, Mila, Thomas, David C., Farndale, Elaine, 2021-09-09 The revised and fully updated second edition of this textbook illustrates the multi layered knowledge accumulated in the field of international human resource management developing understanding of the strategic management of people in organizations in a global context It integrates comparative approaches to human resource management extending beyond traditional coverage of the field to provide a broader overview of contemporary cultural institutional and organizational challenges Human Resource Management Pravin Durai, 2010 **Strategic Human Resource Management: Exploring Emerging Trends through Practice and Cases** Dr. Vinesh, Ms. Shweta Dubey, Dr. Shivam Agarwal, 2025-07-04 *Managing Human Resources in Africa* Ken N. Kamoche, 2004 This volume addresses the shortage of knowledge about the nature diversity and context of HRM in Africa and highlights the important trends and patterns that have been emerging on the continent *Essentials of Public Health Management* L. Fleming Fallon (Jr.), Eric Zgodzinski, 2012 Written for both professionals and students Essentials of Public Health Management is a practical nontheoretical reference that will prepare the reader for the hands on management and daily operations of a complex public health department or agency **Enterprise Systems and Technological Convergence** Sam Goundar, 2021-01-01 Enterprise Systems have been used for many years to integrate technology with the management of an organization but rapid technological disruptions are now creating new challenges and opportunities that require urgent consideration This book reappraises the implementation and management of Enterprise Systems in the digital age and investigates the vital link between business processes information technology and the Internet for an organization s competitive advantage and success This book primarily focuses on the implementation operation management and integration of Enterprise Systems with fastemerging disruptive technologies such as blockchains big data cryptocurrencies artificial intelligence cloud computing data mining and data analytics These disruptive technologies are now becoming mainstream and the book proposes several innovations that organizations need to adopt to remain competitive within this rapidly changing landscape In addition it examines Enterprise Systems their components architecture and applications and enlightens readers on the benefits and shortcomings of implementing them This book contains primary research on organizations case studies and benchmarks ERP implementation against international best practice

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