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Human Resource Management

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Gary Dessler 12 Edition

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M. Noam, 2019-01-23 Being a successful manager or entrepreneur in the media and digital sector requires creativity innovation and performance It also requires an understanding of the principles and tools of management Aimed at the college market this book is a short foundational volume on media management It summarizes the major dimensions of a business school curriculum and applies them to the entire media media tech and digital sector Its chapters cover in a jargonless non technical way the major functions of management First creating a media product the financing of projects and the management of technology HR production operations intellectual assets and government relations Second harvesting the product created market research marketing pricing and distribution And third the control loop media accounting and strategy planning In the process this book becomes an indispensable resource for those aiming for a career in the media and digital field both in startups and established organizations This book is designed to help those aiming to join the media and digital sector to become creative managers and managerial creatives It aims to make them more knowledgeable less blinded by hype more effective and more responsible

Staffing the Contemporary Organization Donald L. Caruth, Gail D. Caruth, Stephanie S. Pane, 2008-12-30 Few business functions are more important than putting people where they can do the most good Get it right and the business soars Get it wrong and the business pays dearly in reduced sales profits and productivity Staffing the Contemporary Organization provides a comprehensive treatment of staffing procedures policies techniques and problems It includes a number of human resources topics not usually covered in one volume HR planning legal aspects of staffing recruiting selecting performance appraisal career development and many others in an integrated system The method presented is a proven useful tool that managers and HR people can employ to build stronger more resilient organizations This thoroughly revised edition provides a comprehensive treatment of staffing procedures policies techniques and problems It covers areas newly developed since the last edition like recruiting via the Internet and new court decisions that clarify the scope and application of antidiscrimination laws in the workplace Among other topics it covers the following areas in detail Employment law Job analysis Recruiting and interviewing Selecting and selection tests Appraisals and employee development Administration Handling promotions demotions layoffs terminations etc Career planning Measuring the effectiveness of the HR function Staffing the authors contend must encompass the entire range of activities associated with planning for obtaining utilizing and developing human resources Suitable for business students as well as professionals this is the first book to present a systems view of the staffing function a view necessary to maximize the contribution of any company's most important asset its people

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Table of Contents Gary Dessler 12 Edition

1. Understanding the eBook Gary Dessler 12 Edition
 - The Rise of Digital Reading Gary Dessler 12 Edition
 - Advantages of eBooks Over Traditional Books
2. Identifying Gary Dessler 12 Edition
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Gary Dessler 12 Edition
 - User-Friendly Interface
4. Exploring eBook Recommendations from Gary Dessler 12 Edition
 - Personalized Recommendations
 - Gary Dessler 12 Edition User Reviews and Ratings
 - Gary Dessler 12 Edition and Bestseller Lists

5. Accessing Gary Dessler 12 Edition Free and Paid eBooks
 - Gary Dessler 12 Edition Public Domain eBooks
 - Gary Dessler 12 Edition eBook Subscription Services
 - Gary Dessler 12 Edition Budget-Friendly Options
6. Navigating Gary Dessler 12 Edition eBook Formats
 - ePub, PDF, MOBI, and More
 - Gary Dessler 12 Edition Compatibility with Devices
 - Gary Dessler 12 Edition Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Gary Dessler 12 Edition
 - Highlighting and Note-Taking Gary Dessler 12 Edition
 - Interactive Elements Gary Dessler 12 Edition
8. Staying Engaged with Gary Dessler 12 Edition
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Gary Dessler 12 Edition
9. Balancing eBooks and Physical Books Gary Dessler 12 Edition
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Gary Dessler 12 Edition
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Gary Dessler 12 Edition
 - Setting Reading Goals Gary Dessler 12 Edition
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Gary Dessler 12 Edition
 - Fact-Checking eBook Content of Gary Dessler 12 Edition
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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