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Personnel Issues and Needs in Education

SIXTH EDITION



L. Dean Webb
M. Scott Norton

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Human Resources Administration L. Dean Webb, M. Scott Norton, 1999 This comprehensive core text is based on the theme that human resources is a shared responsibility among central human resources administrators and local principals. The book emphasizes coverage of selection, staff development, evaluation, climate, and legal considerations. Appropriate for the graduate level course in human resources administration, the text provides comprehensive research-based coverage of the human resources function as it exists today in education and projects competencies that will be required of future HR professionals. *Human Resources Administration* L. Dean Webb, Paul A. Montello, M. Scott Norton, 1994 Human

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Guiding the Human Resources Function in Education M. Scott Norton, 2017-03-29 The primary focus of the book is to emphasize the major changes in the leadership responsibilities of directors of human resources in education. This purpose underscores the necessity for human resources directors to gain new knowledge and skills in order to assure that the personnel concept is considered in all school district policy and administrative program decisions. The primary processes of the human resources function remain significant, but the function's importance is continually increasing as new and innovative changes and research findings are evidenced in education. Personnel recruitment, for example, now necessitates primary attention to recruitment. Innovation in mentoring activities now includes reverse mentoring, peer mentoring, and group mentoring. Metrics now loom important and necessary in program planning, accountability, and assessment activities. The knowledge and skills required for new innovations in personnel were not always available in the program preparations of individuals who focused on preparation for general school administration. This book serves to serve practicing human resources directors and others that will serve the personnel function in the school principalship and other administrative roles to understand and meet the demands of today's human resources goals and objectives. Outlines and Highlights for Human Resources Administration Cram101 Textbook Reviews, 2009-11 Never HIGHLIGHT a Book Again! Virtually all of the testable terms, concepts, persons, places, and events from the textbook are included. Cram101 Just the FACTS101 studyguides give all of the outlines, highlights, notes, and quizzes for your textbook with optional online comprehensive practice tests. Only Cram101 is Textbook Specific. Accompany's 9780132397711 *The Essentials of Human Resources Administration in*

Education Ronald W. Rebores, 2012 For practicing school administrators including superintendents principals and human resource directors A well organized guide and reference of the essential information needed for school administrators to successfully execute human resources functions This book centers on the essential human resources skills and knowledge that superintendents assistant superintendents directors of human resources principals and other administrators need in order to effectively implement strategies and policies related to staff management Clearly organized so that it can be utilized as a quick reference guide after it has been read this book focuses on human resources planning recruitment of staff selection of staff the placement and induction of staff staff development performance evaluation of staff compensation analysis and planning and the collective negotiations process **Human Resources Management In Education** Austin Ezenne, 2012-12-01 This book Human Resources Management in Education Developing Countries Perspectives contains eleven chapters Human resources in an educational organisation refer to all the human beings working in that organisation including teachers students administrators and all other members of staff working in that organisation The study of human resources management in education will provide you with a theoretical and practical knowledge about the processes of acquiring employees establishing good relationships with them training and developing them retaining and compensating them for their services are important because effective school leadership and management have become very crucial in recent times in the management of educational organisations Numerous problems are facing many school systems in developing countries today and human financial and material resources are scarce and therefore strategic management of all resources is crucial for achieving the goals of the educational systems and the school organisations Human Resources Administration for Educational Leaders M. Scott Norton, 2008-04-25 A comprehensive and research based text detailing the important relationship between school administration and human resources administration The author provides students with specific strategies for navigating the treacherous waters of personnel selection development retention and removal I wish I had the book when I began my work as Director of Personnel Zach Kelehear University of South Carolina Human Resources Administration for Educational Leaders balances theory and pedagogy to demonstrate the historical evolution of the human resources function in education the link between human resources and organizational effectiveness and the new trends in human resources accountability Key Features and Benefits Provides students with samples of the tools that practicing HR administrators use for planning recruiting interviewing selecting evaluating compensating and developing staff personnel Dedicates separate chapters to areas often neglected in other texts collective bargaining human resources responsibility for classified personnel accountability and organizational climate and the human resources function Features engaging simulations in the form of case studies and critical questions to help students apply the concepts to practice Accompanied by High Quality Ancillaries Instructors Resources on CD ROM includes a test bank sample syllabi PowerPoint slide presentations and more Contact SAGE to request your copy Meet the author <http://coe.asu.edu/elps/faculty/norton.php>

The Principal's Guide to Managing School Personnel Richard D. Sorenson, Lloyd M. Goldsmith, 2008-11-10 A comprehensive guide to building successful relationships with all school personnel Ideal for practicing and aspiring principals this in depth resource presents policies procedures and techniques for managing faculty and support staff and creating effective work environments The authors provide case studies strategies and reflective exercises in each chapter to help administrators evaluate their schools and practices Based on ISLLC and ELCC standards for school leadership this book covers Shaping school culture to promote shared ownership of the school s vision Recruiting selecting and retaining qualified personnel Effective communication and conflict resolution Handling challenging situations such as supervising marginal employees and addressing grievances *Human Resource Management* Jerry R. Baker, Madeleine S. Doran, 2002-10-02 Research has shown that adult learners prefer a problem solving approach to learning rather than subject centered This text provides a non traditional approach to teaching and learning the basics of human resource management through a series of 120 in basket exercises and guided questions The in basket exercises focus on real life problems and issues that confront school administrators on a daily basis As a result it scores very high in student interest and satisfaction A brief history of assessment centers and a synopsis of recognized adult learning theories are also included Covering 12 HR categories the exercises are devoted to recruitment legal policy selection credentials collective bargaining data analysis budgeting investigations employee relations public relations counseling evaluation contract administration discipline planning problem solving and grievance s arbitration

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