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Human Resource Management for the Hospitality and Tourism Industries Dennis Nickson, 2007-02-19 Human Resource Management for the Hospitality and Tourism Industries takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management HRM theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries such as how to manage tour reps or working in the airline industry It initially sets the scene with a broad review of the evidence of HRM practice within the tourism and hospitality industries Having identified the broader picture the text then begin to focus much more explicitly on a variety of HR policies and practices such as recruitment and selection the effects of ICT skills required specific for the industry and the nature of advertising legislation and equal opportunities illegal discrimination and managing diversity staff health and welfare violence in the workplace working time directives smoking and alcohol and drug misuse remuneration strategies in the industry the cafeteria award approach minimum wage and tipping Human Resource Management for the Hospitality and Tourism Industries is illustrated throughout with both examples of best practice for prescriptive teaching and discussion and international case studies to exercise problem solving techniques and contextualise learning It incorporates a user friendly layout and includes pedagogic features such as chapter outlines and objectives HRM in practice boxed examples reflective review questions web links discussion questions and further reading Accompanying the text are online supplementary lecturer materials including downloadable figures from the book PowerPoint slides further cases and extra exercises and points for discussion

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 KEY FEATURES Extensive coverage of HR best practices and innovations Sample ready to use formats of relevant documents Thought provoking chapter opening cases to set the context for learning in the text ahead Application cases to showcase real world implementation of concepts PowerPoint slides and Question Bank for teachers

Human Resource Management Jean M. Phillips, 2023-11-04 Formerly published by Chicago Business Press now published by Sage Human Resource Management An Applied Approach prepares future HRM professionals to effectively utilize strategies and tools to advance their careers

and support the growth and development of those they manage Author Jean Phillips adopts an engage by example method encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Third Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for knowledge application Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to become better managers and more effective leaders

Human Resource Management Ashly Pinnington, Rob Macklin, Tom Campbell, 2007-01-25 The book examines ethics and employment issues in contemporary Human Resource Management HRM Written by an international team of academics from universities in the UK the US Australia and New Zealand it examines the problems and opportunities facing employers and employees The book subdivides into three sections Part I assesses the context of HRM Part II analyses contemporary debates continuity and change in HRM and Part III proposes likely developments for the future seeking to identify a more proactive HRM approach towards ethical issues arising in employment Distinctive features include Comprehensive analysis of continuity and change in employment and HRM In depth assessment of the ethical contribution and potential of HRM Timely evaluation of the ethical achievements to date of HRM in individualized employment relations HRM partnerships HRM and employee performance and strategic HRM Detailed recommendations for HR managers and general managers encouraging more ethically aware practice Guidance on ethical approaches to leadership knowledge management and collective employment relations Analysis of alternative futures for HRM as a profession and advice on how to create more rigorous and independent professional practice A vision of a more innovative cooperative and ethically sensitive set of HRM practices Clear proposals for HRM on how to attain more ethical conduct

A Global Guide to Human Resource Management Thomas Klikauer, 2022-06-17 A Global Guide to Human Resource Management is a concise HRM introductory text offering a uniquely non region specific approach to people management in international business organisations The book presents an alternative to standard managerial approaches reflecting the perspectives of multiple stakeholders workers trade unions states and governments NGOs to critically evaluate HRM in practice and in so doing enables students to make effective decisions in their own practice wherever their careers take them Its accessibility and concision make it well suited to short courses for non HRM and non business specialists This text covers all major introductory topics for non specialists introducing the concept and purpose of HRM through recruitment people skills designing work promoting health rewarding success and successful and ethical people management This edition includes a new chapter on green HRM Rich with pedagogical features the book includes five case studies per chapter to connect theory with practice It is also supported with a range of instructor materials including online guest lectures general discussion questions a glossary an index and online documentaries that explain how to manage people It is essential reading for students interested in Human Resources and Personnel Management Organisational

Behaviour and Development and Workplace Culture Official Gazette of the United States Patent and Trademark Office, 2005 *Human Resource Management in the Asia-Pacific Region* Chris Rowley, 2012-10-12 HRM human resource management suffers from a selective tendency and ad hoc approach which misses the historical paradoxical often incoherent incompatible and inconsistent nature of the subject This text reduces this myopia by adding to our knowledge and the milieu within which it operates **Seven Moralities of Human Resource Management** T. Klikauer, 2014-10-28 Seven Moralities of Human Resource Management analyses morality of HRM from the perspective of American psychologist Laurence Kohlberg This book examines and makes value judgements on whether or not HRM is moral from the viewpoint of Kohlberg's seven stages of morality as a follow up study of the author's 2012 book *Seven Management Moralities* *Resources in Education*, 1998 *Human Resource Management, 2nd Edition* Seema Sanghi, Human Resource Management 2e presents multifaceted up to date and all inclusive information which will be useful to students and professionals pursuing human resource management HRM Going beyond the coverage of a traditional textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field Application approach is followed to enrich them with as many examples as possible from not only India but from the world over making the topics more meaningful **Social Media, Work and Organisations** Claire Taylor, 2024-11-28 Social media use is a confounding aspect of organisations aiding interconnection communication and productivity Its use has undoubtedly impacted on human resource management and the establishment of harmonious contemporary employment relationships Its use challenges the traditional boundaries which existed between work and privacy and in doing so seemingly increases organisational power and management control This book discusses the impact social media has on work how it is used to stage the organisation self identity power and control using four conceptual themes adoption shaping and staging of social media in organisations digitised regimes of power control and surveillance evolving identity employee voice and dramaturgical performance online and employee forms of resistance sousveillance and social media misbehaviours These themes are brought to life through the lived experiences and narratives of workers who hold roles in human resources management and frontline operations This approach highlights a unique multi perspective on social media use by giving voice to these workers The book uses these individual narratives to reposition the ways employees utilise social media for sousveillance dissent and resistance purposes In doing so the book encourages wider debate critical reflection and self reflexivity on rarely discussed management approaches or misbehaviours associated with social media use and their profound implications for power dynamics in organisations **An Introduction to Human Resource Management** Nick Wilton, 2010-10-04 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM Includes accessible learning

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Labor Relations and Human Resource Management in China Connie Zheng, 2019-05-20 This book takes a strategic approach and provides a comprehensive review of books and papers about human resource management HRM and labor relations management in China especially since China's accession to the World Trade Organization WTO in 2001 In particular the book evaluates the development of HRM under China's changing institutional environment particularly since President Xi Jinping has taken dominant control of the Chinese Community Party CCP from 2010 onwards The book provides a historical snapshot of how HRM has been rooted in China and its rhetorical impact on China's national economic development continuing enterprise reform and sustaining individual creativity and innovation It discusses and analyzes HRM and spirituality in the context of a rising aspiration of achieving the Chinese Dream as conceptualized by President Xi Jinping

Handbook of Research on AI Methods and Applications in Computer Engineering Kaddoura, Sanaa, 2023-01-30 The development of artificial intelligence AI involves the creation of computer systems that can do activities that would ordinarily require human intelligence such as visual perception speech recognition decision making and language translation Through increasingly complex programming approaches it has been transforming and advancing the discipline of computer science The Handbook of Research on AI Methods and Applications in Computer Engineering illuminates how today's computer engineers and scientists can use AI in real world applications It focuses on a few current and emergent AI applications allowing a more in depth discussion of each topic Covering topics such as biomedical research applications navigation systems and search engines this premier reference source is an excellent resource for computer scientists computer engineers IT managers students and educators of higher education librarians researchers and academicians

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Human Resource Management Pravin Durai, 2010

Human Resource Management Jawad Syed, Robin Kramar, 2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition's success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking Accompanying online resources for this title can be found at bloomsburyonlineresources.com/human-resource-management-in-a-global-context These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

Fundamentals of

Human Resource Management Susan L. Verhulst, David A. DeCenzo, 2021-11-12 Fully revised and updated with input from practicing HR professionals Fundamentals of Human Resource Management 14th Edition provides students with a concise yet thorough introduction to the quickly evolving world of Human Resource Management HR This conversational and engaging text is designed to enhance online and distance learning and covers nearly all topics and competencies recommended by Society of Human Resource Management SHRM and Human Resource Certification Institute HRCI including human resource functions strategy planning legal context employee relations talent acquisition training and development performance management total rewards health safety and labor relations Every chapter is filled with real world examples and activities based on current and emerging issues designed to strengthen student comprehension and increase student engagement

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