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# Human Resource Management

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Gary Dessler | Biju Varkkey

# Human Resource Management By Gary Dessler 12th Edition

**Donald L. Caruth, Gail D.  
Caruth, Stephanie S. Pane**



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Tim Kane analyzes the strengths and weaknesses of the US armed forces leadership culture and personnel management He proposes a blueprint for reform that empowers troops as well as local commanders Kane s proposals extend the All Volunteer Force reforms of 1973 further along the spectrum of volunteerism emphasize greater individual agency during all stages of a US military career and restore diversity among the services The Leader Talent Matrix an analytic framework Kane develops in the book offers a multidimensional view of an organization s personnel practices A survey of hundreds of veterans and active duty troops reveals world class strengths in the US armed forces leadership culture but a wide array of weaknesses in talent management The Total Volunteer Force returns autonomy to the army navy air force and Marine Corps Kane offers an array of reforms to improve performance evaluations create a talent market for job matching and revolutionize compensation to better reward merit and skill      *Manajemen Sumber Daya Manusia* Dr. Ni Kadek Suryani, S.E., M.M.,Prof. Dr. Ir. John E.H.J. FoEh, IPU,2019-11-04

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