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Essentials of International Human Resource Management John Opute, 2024-11-03 Understand how to support the successful running of an international business through HR practices which respond to global and local contexts and reflect a changing broader landscape Essentials of International Human Resource Management is a concise and applied textbook which explores HR strategies and approaches for a range of organizations that operate internationally Key topics covered include core HR functional areas expatriation and repatriation managing cultural differences and equality diversity and inclusion It also explores how relevant political socio economic technological and cultural contexts impact on international HR with examples from BAE Systems and Changan Ford Focusing on both established and emerging economies the book examines cutting edge topics including Corporate Social Responsibility CSR emotional and cultural intelligence work life balance and the consequences of the Covid 19 pandemic In text features include learning outcomes key concept boxes and activities The book is supported by online resources consisting of PowerPoint lecture slides self test questions and further resource and video links This is an essential resource for master s level and upper undergraduate students of international HRM

Talent Management in Hospitality and Tourism Susan Horner, 2017-02-10 Recruiting and retaining happy and well trained staff is key to the success of all customer facing businesses This book is the first to explore on this important topic from an individual and personal perspective rather than a company perspective

Human Resource Development Ronan Carbery, Christine Cross, 2017-09-16 This core textbook on human resource development HRD focusses on a topic that has emerged as one of the most dynamic and multifaceted areas of business and management for both academics and practitioners Providing an engaging and succinct discussion of the topic this textbook tackles HRD from a basic introductory level covering the major areas of HRD including strategic HRD the interaction between leadership talent management and HRD and HRD in large and small enterprises With a unique blend of theory and practice alongside innovative learning tools such as videos and active case studies this text will help students to succeed in their HRD courses and to develop important practical skills for their future career This is the perfect textbook for first and second year undergraduate students as well as for post experience students studying introductory modules on Human Resource Development Training and Development or Learning and Development

HRM in Africa John E. Opute, 2020-06-16 This book explores the effective management of HR functions in an African context While previous research has thoroughly explored central issues such as staffing benefits employee relations and HR compliance other topics such as appraisals promotion succession planning and exits have rarely been considered The author draws on empirical research and incorporates contextual issues such as technology politics culture and economics to enrich readers understanding of HR in Africa s emerging economies By highlighting theoretical underpinnings while also placing emphasis on the practical relevance of HR issues this book offers an insightful guide for students and scholars interested in HR and management in developing economies

Studying Human Resource

Management Stephen Taylor, Carol Woodhams, 2022-09-03 Studying Human Resource Management is an ideal textbook for anyone studying the CIPD Associate Diploma in People Management Fully updated throughout this book provides thorough coverage of the study of HRM including the people management contribution and business environment as well as discussing the strategy and structure of the HR function Written by experts in the field with both academic and practitioner experience Studying Human Resource Management includes invaluable discussion on professional behaviours for people professionals and guidance on how to manage HR data and information and most importantly how to use it to make evidence based decisions There is also now a brand new chapter on shaping people practice to benefit your organisation Each chapter includes key learning outcomes to summarise the content that will be covered and to help students track their progress reflective activities to consolidate learning and further reading suggestions to support wider engagement with areas of particular interest This book also includes case studies to help students understand how the theory applies in practice Online resources include slides a lecturer guide and annotated web links

Routledge Handbook of Football Business and Management Simon Chadwick, Daniel Parnell, Paul Widdop, Christos Anagnostopoulos, 2018-11-19 Soccer is the world's most valuable sport generating bigger revenues as well as being watched and played by more people than any other It is virtually impossible to understand the business of sport without understanding the football industry This book surveys contemporary football in unparalleled breadth and depth Presenting critical insights from world leading football scholars and introducing football's key organisations leagues and emerging nations it explores key themes from governance and law to strategy and finance as well as cutting edge topics such as analytics digital media and the women's game This is essential reading for all students researchers and practitioners working in football sport business sport management or mainstream business and management

Human Resource Management for Hospitality, Tourism and Events Dennis Nickson, 2013-08-29 Please note this title will publish in January 2012 This textbook explores the policies and practices employed in the management of people working in the tourism hospitality and events industries It considers the nature of these industries and the varied approaches that organizations take with the handling of matters such as recruitment health and welfare and remuneration This book is enriched with topical case studies that describe and illustrate the human resource management behaviour of airlines hotel chains and other international companies in the sector providing real world industry perspective With a clear reader friendly layout containing chapter outlines and objectives and examples of best practice this is the ideal guide to HRM for any student on a hospitality tourism or related course

HR Governance Boris Kaehler, Jens Grundei, 2018-07-04 Human resource HR governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice As a part of corporate governance it represents the internal and external normative framework of human resource management and its supervision in organizations This book theoretically integrates HR governance with the related domains of corporate governance general management HR management and leadership By

doing so it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines By interpreting the new ISO 30408 norm on human governance and taking into account recent developments the book helps to comply with and anticipate current and future HR regulations *Human Resource Management in the Hospitality Industry* Michael J. Boella, Steven Goss-Turner, 2013-03-05 Now in its ninth edition *Human Resource Management in the Hospitality Industry* A Guide to Best Practice is fully updated with new legal information data statistics and examples Taking a process approach it provides the reader with an essential understanding of the purpose policies and processes concerned with managing an enterprise s workforce within the current business and social environment Since the eighth edition of this book there have been many important developments in this field and this ninth edition has been completely revised and updated in the following ways Extensively updated content to reflect recent issues and trends including labour markets and industry structure impacts of IT and social media growth of international multi unit brands role of employer branding talent management equal opportunities and managing diversity All explored specifically within the Hospitality Industry The text explores key issues and shows real life applications of HRM in the Hospitality industry and is informed through the authors research projects within Mitchells Butlers plc Pizza Express Marriott Hotels and Caf Rouge An extended case study drawing from the authors experience working with Forte and Co Centre hotels Choice Hotels and Bass Price Waterhouse and Grant Thornton Written in a user friendly style and with strong support from the Institute of Hospitality each chapter includes international examples bulleted lists guides to further reading and exercises to test knowledge *Working with External Quality Standards and Awards* Angela Mulvie, 2018-09-13 This book looks at how and where human resources HR meets quality management and the implications of this Most organizations whatever their size or sector struggle with demonstrating the value of continuous improvement CI and or HR initiatives at a time when economic conditions are challenging in the global marketplace Both within the UK and internationally organizations will use continuous improvement and business excellence BE as a means of not only improving performance internally but also to secure external recognition of their management practices including people management and therefore increase their competitiveness in their market This text explores the potential overlaps between the two fields by considering how to address the development and implementation of a strategy to integrate CI BE and human resource management Practical and applied this text provides A brief overview of the concepts of CI and BE An analysis of the strategic factors impacting on an organization s decision making around adopting a CI BE approach and the impact this may have on people management and development practices A review of some major external CI BE accreditations and awards and their value and how they might be used An analysis of the possible problems and outcomes which could be achieved by adopting such a CI BE strategy and integrating it with people management and development activities This book is ideal for any professional HR or performance improvement

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