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Kunle Akingbola



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Managing Human Resources for Nonprofits Kunle Akingbola, 2015-06-05 The core resources and capabilities of any nonprofit organization lie in their human capital their knowledge skills and behaviors are critical to the achievement of the organization s mission and performance Thus effective management of this key resource is integral to the nonprofit organization s success This book focuses on the unique characteristics challenges and contribution of human resource management to the strategic objectives of the nonprofit It explores contemporary issues that place the management of people at the intersection between the mission strategy and performance of the organization The book Uses the latest theory to build models that explain the determinants and dimensions of strategic HRM within the nonprofit sector Examines the core HRM functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize HRM contributions to performance Provides a step by step process to develop implement and manage HR practices that are aligned with the strategy of the nonprofit organization Demonstrates how to integrate volunteer management into strategic HRM Using examples from around the world as well as cases to facilitate learning this book is ideal for students and professionals interested in strategic human resource management and nonprofit management

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Strategic Human Resources Planning Monica Belcourt, Kenneth James McBey, 2015-08-25 Strategic Human Resources Planning Sixth edition equips students with the information and insights about how to plan and make decisions as Human Resources Managers They are challenged to think about the allocation of resources strategy formulation and implementation and the effective management of people in order

to ensure the success of a chosen strategy within an organization It does so in a balanced and engaging style allowing students to apply what they have learned and help make connections to the workplace **Managing Human Resources**

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Strategic Human Resource Management in the Public Arena John Cunningham,2017-09-16 Accompanying online resources for this title can be found at [bloomsburyonlineresources.com](https://www.bloomsburyonlineresources.com) strategic human resource management These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

Human Resource Management in Sport and Recreation P. Chelladurai,2006 The second edition of this ground breaking text continues to guide students toward a greater understanding of human resource management in the sport and recreation environment Human Resource Management in Sport and Recreation Second Edition provides future practitioners with a solid foundation in research and application of human resource management for success in the sport industry With more than 30 years of experience in management of human resources Dr Packianathan Chelladurai provides an understanding of the dynamics of human resources and management bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Chelladurai goes on to match managerial processes with individual differences among those three groups Human Resource Management in Sport and Recreation Second Edition merges the fields of human resource management and the sport industry in an easy to read manner Its updated references examples and studies reflect the increased growth interest and complexity in human resource management in sport in recent years This new edition places a greater emphasis on managerial competencies the strategic importance of human resource management and the implications of organizational justice There is also a new chapter on internal marketing a concept that has not been addressed adequately in a sport context but deserves attention as sport and recreation organizations better understand the importance of human resource management This new chapter details the potential impact of internal marketing and outlines its uses Student comprehension is aided by several special elements including Viewpoint sidebars providing quotes and findings from experts and researchers Review sidebars highlighting key points and practical sidebars detailing applications of research or

problems that practitioners must be aware of The book also includes learning objectives summaries key terms and end of chapter activities Part I outlines the unique and common characteristics of the three groups in human resources Part II focuses on differences among people and how the differences affect behavior in sport and recreation organizations This part covers human resource issues related to abilities personality values and motivation among the three sets Part III explores significant organizational processes in the management of human resources Included are chapters on organizational justice job design staffing and career considerations leadership performance appraisal reward systems and internal marketing Finally part IV discusses two significant outcomes expected of human resource practices satisfaction and commitment Human Resource Management in Sport and Recreation Second Edition will guide students understanding of key concepts in human resources in the sport and recreation industry In doing so it will prepare them for a career in that industry

Governance and Policy in Sport Organizations Mary A. Hums, Joanne C. MacLean, 2018-04-17 Now in a fully updated new edition this textbook introduces readers to the power and politics of sport organizations It explores the managerial activities essential to good governance and policy development and looks at the structure and functions of individual organizations within the larger context of the global sport industry Reflecting the latest industry changes it draws on a fresh selection of real world examples to demonstrate the types of dilemmas that sport managers face every day Professional administrators from a wide variety of sport organizations also offer their insights giving readers a glimpse into the real concerns of sport professionals and the impact of governance and policy on their jobs Exploring current topics such as sport and human rights refugees social media and the evolution of eSports this practical and accessible textbook helps readers to see the big picture of the contemporary sport industry and find their place in it as future sport managers Complemented by a new companion website full of useful ancillary materials this is an essential resource for all sport management students and instructors

Managing Human Resources George W. Bohlander, Scott Snell, 2004 This market leading human resource text covers all aspects of managing people It is practical in its orientation but also grounded in research and the successful HR practices of organizations Managing Human Resources is highly user friendly with an easy writing style and liberally and effectively illustrated with real life examples Over 500 different companies from many different industries are used as examples to illustrate text content The Highlights in HRM examples provide exact illustrations of organizational practices and policies This book is very up to date on all recent trends and practices in HR with 90% of all footnotes and references 2000 and later The cases at the end of each chapter and the extended cases at the end of the book illustrate current issues faced by today's managers as they supervise employees

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