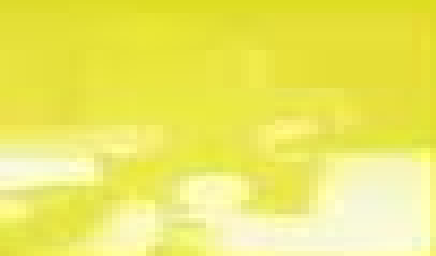


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Management David G. Collings, Geoffrey Wood, Leslie T. Szamosi, 2018-08-15 Despite over three decades of debate around the nature of human resource management HRM its intellectual boundaries and its application in practice the field continues to be dogged by a number of theoretical and practical limitations Written by an international team of respected scholars this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity including its darker sides *Human Resource Management A Critical Approach* opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this second edition look at HRM and the issues of diversity migration global supply chains and economic crisis This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals looking to deepen their understanding of the complexities of their field

Human Resource Management for the Hospitality and Tourism Industries Dennis Nickson, 2007 Dennis Nickson takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries **Contemporary Human Resource Management** Adrian Wilkinson, Tony

Dundon, 2021-05-05 Written by experts in the field this well established book provides a critical and academically rigorous exploration of the key functions practices and issues in HRM today The first part of *Contemporary Human Resource Management* covers fundamental HRM practices while the second half examines contemporary themes and issues such as work place bullying flexibility and emotion at work Each chapter contains two thought provoking case studies encouraging readers to identify examine and apply key concepts to real world examples This substantially revised sixth edition includes three completely new chapters and case studies on HRM in SMEs The Future of Work Employee Wellbeing **Armstrong's Handbook of Human Resource Management Practice** Michael Armstrong, Stephen Taylor, 2014-04-03 Armstrong s

Handbook of Human Resource Management Practice is the classic text for all students and practitioners of HRM Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it contains in depth coverage of all the key areas essential to the HR function including performance reward employee engagement and HR policy This fully revised and updated thirteenth edition contains an entirely new part covering the increasingly important subject of international human resource management Other new chapters have been added on rewarding special groups and on employment law and the chapters on HRM motivation and engagement have been completely revised Armstrong s Handbook of Human Resource Management Practice has also been brought up to date by reference to the findings of a number of significant research projects and other investigations of how HRM operates in practice Comprehensive online support material for the instructor student and practitioner is provided offering a complete resource for teaching and self learning Online supporting resources include lecture slides an instructor s manual a student s manual complete with multiple choice practice questions and case studies and a glossary of terms

Human Resources Management Piet S. Nel,P. S. Van Dyk,2004 The fast changing world of human resources interfacing with information technology presents managers with complex and exciting challenges such as globalization and workforce diversity Human Resource Management is a thorough introductory text to the definition and scope of HRM the quality assurance aspect of HRM recent labor legislation organizational planning and maintaining people motivation and leadership individual and organizational empowerment strategic and international HRM and assessing the future of HRM Text takes practical approach principles concepts and theories are illustrated and explained in context of South African cases and examples to encourage students independent thinking The sixth edition has been revised to include recent developments and conditions in the SA environment

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

Armstrong's Handbook of Strategic Human Resource Management Michael Armstrong,2024-12-03 Armstrong s Handbook of Strategic Human Resource Management is a complete guide to understanding how and why organizations integrate HR strategies to achieve and sustain their competitive advantage This fully revised practical guide contains new chapters on the foundation of strategic HRM employee wellbeing strategies and HR analytics as well as real world examples and updated wider content to reflect the latest research and thinking Now in its eighth edition this book includes practical insights and in depth coverage of HRM strategies in key areas such as employee engagement talent management and learning and development as well as strategic HRM approaches in an international context It s supported by key learning points key questions and real life examples from organizations such as Boots UNICEF and GKN It remains an indispensable resource for both professionals and those studying HR qualifications including undergraduate and masters degrees and the CIPD s advanced level qualifications Online resources include

PowerPoint slides and comprehensive handbooks for lecturers and students which includes self assessment questions case study exercises and literature review Critical Human Resource Management Dhammika Jayawardena, 2021-05-31 Human resource management HRM is the predominant apparatus for people management across the world Since its inception HRM has nevertheless been subjected to critical scrutiny This work has produced a corpus of literature now referred to as Critical HRM This book on Critical HRM traces the development of the critical scholarly tradition in people management It analyzes organizes and synthesizes the various perspectives ideas and arguments that constitute this critical tradition The book identifies the current status and future trends of Critical HRM and explores its ethico political role in contemporary organizations especially in the context of widespread public concern about making business more ethical Incorporating under researched and emerging issues of people management such as the Global South and Critical HRM with more established themes of Critical HRM this book introduces Critical HRM s critique of mainstream HRM and its underpinning assumptions It illustrates how interventions have the potential to transform organizational policies and practices of managing people at work The book will be of interest to professionals researchers and academics focusing on critical issues in people management across the Global South and North **Readings and Cases in International Human Resource**

Management Sebastian B. Reiche, Günter K. Stahl, Mark E. Mendenhall, Gary R. Oddou, 2023-08-15 This new edition of Readings and Cases in International Human Resource Management is a classic edited textbook taking account of recent developments in the international human resources management IHRM field such as the pandemic the role of diversity equity and inclusion as well as climate change It includes a range of key readings that are essential for understanding the field and contextualizes each one with a selection of real life case studies that demonstrate their meaning and impact in practice The book aims to sensitize the reader to the complex human resource issues that exist in the global business environment To that end it strives to publish tried and true readings and cases that provide stimulating and intellectually challenging material and are written in ways that engage both the student and the instructor Key features include New readings and case studies that account for recent changes in the field positioned alongside tried and true material Integration of contemporary themes such as remote working digitization sustainability and social issues throughout the book An expanded introductory chapter new discussion questions and consistent pedagogy throughout Supplemental tutor support material additional cases and teaching notes to enhance instructors abilities to use the readings and cases with their students Bringing together well known contributors and field experts into one encompassing text this textbook is ideal for any class in international human resource management international organizational behaviour or international business This seventh edition is thoroughly updated to enable students to understand the complexity of human resource issues in the post pandemic era of global remote and technology mediated working

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