

Human Resource Management

Human Resources



Human Resource Management 1 edition Harlow

Patrick Lückmann



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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

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 Butler s 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

Pocket Guide for Hospitality Managers Conrad Lashley, Michael N. Chibili, 2019-12-17 A concise practical guide that provides the skills and knowledge for current and future managers across the hospitality industry The book provide a concise resource for all emerging hospitality managers and for academics preparing students for careers within the hospitality industry With a how to do agenda the authors offer a practical guide to the skills and knowledge needed by those who will be managing bars restaurants and hotels in the fast moving hospitality retailing contexts Written in a non academic style this book will be a valuable resource for students and early career managers working in the hospitality sector

The Ideological Evolution

of Human Resource Management Sami Itani,2017-09-22 This book is a pioneering work that explores and maps out the ideological evolution of HRM research and practices with a particular focus on our contemporary era of multinational corporations

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 practitioner who wants to understand how a CI BE approach could benefit their organization as well as postgraduate students of HR or quality management

Intercultural Management in practice Patrick Siegfried,2017-07-07 These Case Studies were written by students from the course Business Psychology 2014 at the EBC university of applied sciences in Stuttgart The students have visited the lecture Intercultural Management Prof Dr Patrick Siegfried Ph D has worked with the students He has the professorship for General Management at the International School of Management

Human Resource Management at Work Mick Marchington,Adrian Wilkinson,Rory Donnelly,Anastasia Kynighou,2020-11-03 A leading textbook in its field Human Resource Management at Work is a comprehensive guide to the theory and practice of HRM Aligned to the CIPD Level 7 qualification yet also relevant on non CIPD accredited HR masters courses this book covers everything students need to excel in their academic studies and will ensure that they can hit the ground running in a practitioner role after university Divided into four key parts the first part of the book covers HRM strategy and the global context the forces shaping HRM at work and international and comparative HRM Part Two discusses the role of HR professionals and line managers in the workplace and how the responsibilities for delivering effective HR vary in a changing world of work Part Three has expert coverage of the key areas of HR including resourcing and talent management learning and development L D reward and employment relations The final part examines the impact that HRM can have on business performance and also outlines the key knowledge and skills required to carry out a business research project Fully updated

through this seventh edition now has new coverage of diversity and inclusion D I workplace analytics ethics wellbeing and precarious work as well as additional coverage of the alignment of HRM with organisational strategy and the integration of different components of HRM Human Resource Management at Work includes new global case studies reflective practice activities to encourage critical thinking exercises to help the consolidation of learning and explore further boxes to encourage wider reading Online supporting resources include an instructor s manual and lecture slides

Human Resource Management in Schools and Colleges David Middlewood,Jacky Lumby,1999-01-08 This is a distance learning text for a university MBA course but it is easy to recommend it also as a free standing clearly written and comprehensive induction to the subject NPQH candidates should grab it Management in Education This textbook deals with current theories of the management of people employed in schools and colleges recent developments and emerging trends The authors focus on issues relevant to the whole organization and the the specifics of managing a school or college and its employees They also cover the application of good practice to management processes such as selection induction performance management appraisal and staff development It is relevant to teachers and managers working in schools of all phases and in further education colleges including those aspiring to more senior positions It is also directly relevant to the requirements of the NPQH

Human Resource Management, 10th Edition Raymond J. Stone,Anne Cox,Mihajla Gavin,2020-12-14 The new edition of Raymond Stone s Human Resource Management is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 14 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios Complementary to your courses with well written conceptual content Stone s 10th Edition will save you research and assessment prep time with a host of case studies that cement learnings and get students thinking critically

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

Engagement of Intercultural Project Customers Patrick Lückmann,2020-02-28 This book examines the effective and appropriate integration of project customers in intercultural settings It first presents the theoretical background and the state of the art in intercultural project stakeholder management The book then describes the use of qualitative and quantitative Delphi survey methods to produce a dataset and the development of a relational model for customer engagement in intercultural projects based on this dataset The book can be used to inform future research in the area of international project management while also serving as a guide for project management practitioners who need to engage culturally diverse users sponsors and customers

Developing Skills for Business Leadership Gillian Watson,Stefanie

Reissner,2014-02-17 Mapped to the CIPD Level 7 Advanced module of the same name Developing Skills for Business Leadership focuses on three core areas for successful professional development and practice managing yourself and others transferable managerial skills and postgraduate study skills Each skill is covered both conceptually and practically by a subject area expert to help all readers analyze and critically evaluate manage more effectively make sound and justifiable decisions and lead and influence others Covering key concepts such as developing your professional identity effective management of interpersonal relationships at work people management and interpreting financial information this fully updated 2nd edition of Developing Skills for Business Leadership is ideal for all postgraduate business students taking a module in professional development career development or management skills Integrating IT skills into each chapter it includes a new chapter on reflecting and coaching updated references to the CIPD s HR Profession Map additional coverage of stress health and wellbeing and an enhanced international dimension throughout the text Online supporting resources include an instructor s manual and lecture slides as well as additional case studies and sample assignments checklists and exam guides lecturers can use in their teaching *Workforce Inter-Personnel Diversity* Claretha Hughes,2019-01-04 Organization leaders typically look at each job position characterized as identical based on pay and job description in the same way They hire employees to do that particular job and often do not consider other capabilities that the employees may possess This book examines how to optimize workforce performance by understanding the diversity of skills and competencies of employees Diversity is generally explored in terms of gender race nationality disability and other physical characteristics that differentiate one legally protected group of people from another In the workplace however diversity can take on a different meaning describing not only physical differences but also work performance characteristics unique to each individual employee Inter personnel diversity seeks to explore those diverse characteristics and begin to understand each employee s strengths and weaknesses so that they can be developed to benefit the employee and the organization This much needed text will inform scholars and scholar practitioners in HRD and workforce development how to use these differences to enhance the individual and the organization **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 *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. **Operations**

Management in the Travel Industry, 2nd Edition Peter Robinson, Paul Fallon, Harry Cameron, John C. Crofts, 2016-02-26
Covering the applied managerial perspective of the travel industry, this book looks at the core disciplines and the application of theory to practice. Considering individual and corporate social responsibility, it teaches effective managerial skills by reviewing legal frameworks, quality management and marketing, financial management and the management of shareholders and stakeholders. It discusses current trends such as sustainability and governmental emission targets against a background of the needs of a commercial business to innovate and increase profits. A valuable tool for both students and those working in the travel industry, this new edition includes new content, a revised structure and all new international case studies.

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