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Smart Talent Management Vlad Vaiman, Charles Vance, 2010-01-01 the editors have done a good job of bringing together a series of contributions which provide a useful and welcome expansion of the theoretical foundations of talent management through a knowledge management lens David Collings Personnel Review This book takes a fresh look at human talent in organizations focusing on employees at all levels who represent key agents of knowledge management in acquiring transferring and applying important knowledge for competitive advantage The overarching aim of the book is to identify define and explore the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization The contributors provide a valuable fusion of two important areas of emphasis for current research and practice in human resource management talent management and knowledge management They illustrate the immense significance of the latter to competitive advantage and organizational success in our rapidly changing global knowledge based economy The generation and acquisition of ideas and knowledge their internal transfer and application throughout the organization and the cross border transfer of knowledge all through the effective management of human talent have become integral to contemporary management The contributors examine planning and staffing training coaching performance management and organizational learning and development Academics human resource management practitioners and management consultants will find this volume valuable

Basic Concepts of Health Care Human Resource Management Nancy J. Niles, 2019-02-05 Basic Concepts of Health Care Human Resource Management Second Edition is a comprehensive overview of the role of Human Resource Management HRM in all aspects of healthcare management Beginning with a survey of HRM from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning The Second Edition continues to provide the essential tools and strategies for HRM personnel to become empowered custodians of change in any healthcare organization Taking into account the increasing diversity of patients and employees the effects of technology and globalization on healthcare delivery the credentialing of health care providers and the measurement of labor productivity and much more this text is an essential resource for HRM students and practitioners alike

, **Human Resource Management** Gurpreet Randhawa, 2007-11 The Present Book Provides A Comprehensive View On Human Resource Management It Would Be An Ideal Textbook For Mba M Com Pgdm And Other Postgraduate Courses

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Aghimien,Clinton Ohis Aigbavboa,Douglas Aghimien,2024-02-12 Through a critical review of existing related theories and models the authors address gaps in existing workforce management studies and propose a conceptual model to improve the management of workers in the construction industry BUKU MANAJEMEN SUMBER DAYA MANUSIA Yulianah, S.E., M.M., Penulis Yulianah S E M M ISBN 978 623 500 999 5 Halaman vi 158 Ukuran 15 5 x 23 Tahun terbit 2025 Sinopsis Dalam era globalisasi dan persaingan bisnis yang semakin ketat sumber daya manusia SDM menjadi aset paling berharga bagi organisasi Keberhasilan suatu organisasi sangat bergantung pada kualitas dan pengelolaan SDM yang efektif Manajemen Sumber Daya Manusia MSDM hadir sebagai disiplin ilmu dan praktik yang berfokus pada pengelolaan aspek manusia dalam organisasi untuk mencapai tujuan tujuan organisasi secara efektif dan efisien MSDM bukan lagi sekadar fungsi administratif yang mengurus gaji dan absensi Dalam lanskap bisnis yang dinamis dan kompetitif saat ini MSDM telah bertransformasi menjadi mitra strategis yang krusial dalam mencapai tujuan organisasi Perannya meluas mencakup perencanaan tenaga kerja pengembangan karyawan manajemen kinerja kompensasi dan benefit serta hubungan industrial yang semuanya dirancang untuk mendukung strategi bisnis secara keseluruhan MSDM sebagai sebuah fungsi dalam organisasi tidak berdiri sendiri la berinteraksi dan memanfaatkan prinsip serta konsep dari berbagai disiplin ilmu lain untuk mencapai tujuannya yaitu mengelola sumber daya manusia secara efektif dan efisien demi tercapainya tujuan organisasi

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an array of concepts and current practices of human resource management HRM It provides an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance

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Human Resource Management R. Wayne Mondy,2010 There is no greater asset to a company than its employees Learn how to maximize a firm s potential through identifying and keeping your ideal workforce The eleventh edition seeks to introduce students to the world of human resource management Today s human resource professionals are not focused solely on administrative tasks Rather they work in all levels of the organization and are aligned with the strategic goals of the firm The eleventh edition of Human Resource Managementreveals this strategic function in a practical realistic manner yet maintains a balance of pragmatism and theoretical concepts This edition has been updated to reflect the most recent

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