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Human Resource Management

Adapted by
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ideal for students seeking a solid foundation or deeper knowledge With clear concise chapters the textbook provides easy to understand explanations thought provoking questions and answer hints for exam preparation Real world case studies connect theory to practice while the content is aligned with university curricula to ensure academic success The book follows the NEP model promoting experiential learning critical thinking and interdisciplinary insights from psychology sociology and economics This comprehensive guide helps students build analytical skills develop problem solving abilities and prepare for both academic assessments and real world HRM challenges *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

Human Resource Management Trevor Amos, Adrian Ristow, Noel J Pearse, 2009-04 Indispensable for managers and management students this handbook illustrates how to effectively manage people and offers practical insight in human resource departments Discussions concerning South African labor legislation human resource planning motivating and retaining staff and managing labor relations in the workplace are included in this useful guide **Diploma in Human Resource Management Practice - City of London College of Economics - 12 months - 100% online / self-paced** City of London College of Economics, Overview In this diploma course you will deal with all aspects of Human Resource Management Practice Content Human Resource Management Human Resource Processes Work and Employment Organizational Behaviour Organization Design and Development People Resourcing Performance Management Learning and Development Rewarding People Employee Relations Health Safety and Employee Well being HR Policies Procedures and Systems Example of Employee Engagement and Commitment Survey Example of Performance Management Survey Example of Reward Survey Learning and Development Activities and Methods Duration 12 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we will send you the assignment questions Study material The study material will be provided in separate files by email download link

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tested principles basic concepts emerging ideas evolving theories latest techniques and fast changing procedures practices in a comprehensive manner Simple Easy to Understand Format The subject matter is presented in a simple systematic method along with a comprehensive explanation of the concept and theories underlying human resource management Latest Thinking in the Field Contemporary examples from renowned journals newspapers and magazines have been extensively put to use to convey the excitement and dynamism of the discipline Information Data from Global Websites have been sourced in support of theoretical arguments proposed in the book Study Aids Various figures exhibits charts tables and exercises have been used to explain the topic s in an uncomplicated manner Chapter Outline Each chapter in this book begins with a clear statement of what lies ahead along with a clear road map which enables a student to undertake the intellectual journey in a relatively easy and comfortable manner Chapter Summary A summary of each chapter is presented at the end so that the student can recollect and remember key points discussed Indian Flavour Though many examples from global marketplaces have been used the book does not lose touch with Indian ways of doing things There is scrupulous adherence to the requirement of students Test Questions A carefully selected list of questions that compel a student to sit through the subject critically have been appended to each chapter keeping the examination needs of students in the backdrop Student Oriented Book This book has been developed keeping in mind the following factors

- o Interaction of the author teacher with their students in the classroom
- o Shaped by the author teacher s experience of teaching the subject matter at different levels
- o Reactions and responses of students have also been incorporated at different places in the book

New Topics included in this book are as follows

- o Artificial Intelligence HR
- o The Future of Work Trends Gartner Survey
- o Wage Policy in India
- o Outsourcing Human Resource Outsourcing
- o Ethical Issues in HRM
- o Employee Surveillance
- o Employee Privacy
- o Job Market Trends and Challenges w e f Study 2023
- o Labour Reforms in India 2020
- o Work from Home Policy The Right Way

The detailed contents of the book are as follows

- Introduction to Human Resource Management
- o HRM Concept Functions Roles Competencies
- o HR Policies Evolution of HRM
- o Emerging Challenges Work Force Diversity
- o Empowerment Downsizing Work Life Balance VRS
- Procurement of Human Resources
- o Job Analysis
- o Human Resource Planning HRP
- o Recruitment
- o Selection
- o Placement Induction Socialization Retention Upgrading Employees Training Development
- o Training
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