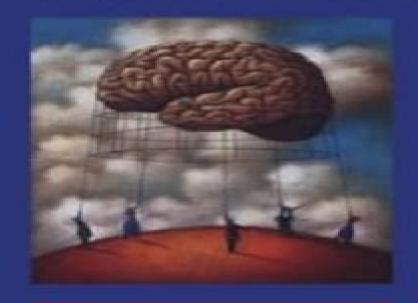
JOHN BRATTON AND JEFFREY GOLD

HUMAN RESOURCE MANAGEMENT

THEORY AND PRACTICE



SECOND EDITION

Human Resource Management Theory And Practice

Linda Maund

Human Resource Management Theory And Practice:

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management it features a new chapter on International HRM Companion Website http www palgrave com business brattonandgold4 **Human Resource Management**, 2015 <u>Human resource management</u> John Bratton, 2012

Introduction to Human Resource Management Linda Maund, 2001 This text is aimed at students studying a first course in human resource management Its structure style and language have all been developed to make an accessible text for HRM courses at undergraduate HND and IPD diploma level especially those where students have no prior knowledge It offers a wealth of pedagogical features to help students get to grips with the basic theory of HRM including learning outcomes for each chapter a framework case study case vignettes longer cases at the end of each part chapter summaries self test questions activities points to ponder class discussion questions project questions in text definitions and in text cross referencing The book is accompanied by a resource website for lecturers providing extra teaching materials and solutions password protected for lecturers and also conversion notes from the current most popular texts In addition a student website will offer free access to a bulletin board for students to exchange tips and ask for help Theory and Practice of Human Resource Management HaoJie Wang, 2022-08-23 International Human Resource Management Mustafa Ozbilgin, 2004-10-29 International Human Resource Management is a core text for undergraduate specialist Master's and MBA students taking a module in international or comparative human resource management It provides and introduction to both the theory and practice of managing HR in an international context It discusses the development of mainstream HRM and analyses the significance of the international contexts processes and issues pertaining to the effective employment of people in different geographical locations. The book is underpinned by a clear analytical framework of key aspects of international HRM and contains some contributed chapters from experts in the field Performance Management Susan Hutchinson, 2013-08-29 How do you systematically decide and communicate strategic performance aims objectives priorities and targets How do you plan effective policies and practices Which techniques rewards and sanctions should you use to improve performance How do you critically evaluate the effectiveness of performance management Performance Management combines theory and practice to help students master these key concepts and apply their learning Mapping to the CIPD Level 7 Advanced unit by the same name the book is a core text for any student taking a performance management module at undergraduate or postgraduate level Featuring examples from a range of sectors and organizations across the globe Performance Management is packed with pedagogical features such as learning outcomes case studies activities reflection questions and further reading to fully engage students with the subject Online supporting resources include an instructor's manual lecture slides and annotated web links for students Personnel Management G. A. Cole, 1993-01 This is an introductory textbook for personnel management students and lecturers which offers a variety of learning opportunities in the form of discussion questions case studies examination questions and suggested answers The 3rd edition includes new material on human resource management managing change equal opportunities employee counselling the

European Community and competence based training The material on employee relations and employment law has been updated A free lecturers supplement is included **Human Resource Management** Pravin Durai, 2010 Human Resource Management Theory and Research on New Employment Relationships Dianna L. Stone, James H. Dulebohn, 2016-10-01 This volume of the series Research in Human Resource Management HRM focuses on a number of important issues in HRM and OB including performance appraisal political skill gratitude psychological contracts the philosophical underpinnings of HRM pay and compensation messages and electronic human resource management For example the first article by Cleveland and Murphy considers a very controversial issue i e the reasons that organizations are abandoning the use of performance appraisal The next article by Harris Ferris Summers and Munyon is extremely interesting and focuses on how composite political skills e g social astuteness interpersonal influence helps individuals develop productive work relationships in organizations The third article by Scandura and Sharif presents a very innovative model of gratitude in organizations and the authors argue that gratitude is essential for maintaining positive social relations in organizations The fourth article by Suazo and Stone Romero provides an extremely comprehensive review of the theory and research on psychological contracts in organizations from 1960 2015 The subsequent article by Bae Kang and Kim presents a very unique perspective on HRM and considers the philosophical underpinnings of the field The sixth article by Murray Dulebohn Roehling and Werling presents a very innovative model to explain the role that organizational messages about changes in pay or compensation systems have on anticipatory pay satisfaction. The final article in the series by Johnson Thatcher and Burleson presents a thought provoking framework for understanding the key role that information technology IT plays in the field of HRM The series should be useful to researchers and doctoral students in the fields of HRM OB and Industrial and Organizational Psychology It should also be relevant for doctoral courses and scientist practitioners in these Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen fields Taylor, 2023-01-03 Armstrong s Handbook of Human Resource Management Practice is the definitive resource for HRM students and professionals helping readers understand and implement HR to align with business needs This book provides detailed coverage of all areas essential to the HR function such as employment law employee relations learning and development performance management and reward management It also covers the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics It is illustrated throughout in full colour and has a range of pedagogical features to consolidate learning such as source review boxes key learning points and case studies from international organizations such as IBM HSBC and Johnson and Johnson This fully updated 16th edition includes new chapters on managing remote workers and developments in digital human resource management practices There are also updates to reflect the changes throughout the HR function such as performance leadership smart reward and employee wellbeing Armstrong s Handbook of Human Resource Management Practice is suited to both professionals and students of

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skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective An Introduction to Human Resource Management Nick Wilton, 2010-09-15 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM Includes accessible learning features to help you best explore the material including research ethics and international insight boxes chapter summaries and objectives self test questions recommended reading end of chapter case studies An accompanying companion website www sagepub co uk wilton provides you with full text journal articles extended case studies weblinks and a glossary The website also provides an instructor's manual PowerPoint slides and a multiple choice test bank for lecturers This book is essential reading for undergraduate postgraduate and MBA students as well as those studying for their CIPD qualifications Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England Well researched well written and is clearly signposted and structured for the reader The learning objectives at the outset of every chapter act as a clear guide for each topic explored Additional references and further reading are also offered to the student seeking deeper knowledge Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources Denise Bagley Principal Lecturer in Human Resource Management London South Bank University International Human Resource Management Mustafa F. Özbilgin, Mustafa Özbilgin, Dimitria Groutsis, William S. Harvey, 2014-03-07 International Human Resource Management offers a contemporary and multilayered introduction to international and comparative human resource management for university study It critically analyses the core issues and emerging trends in the field with a consistent emphasis on real world scenarios and concerns At the macro level the book examines how IHRM fits within and adapts to the ever changing environment of international relations and global development At the firm level it elucidates the strategic goals served by IHRM and the processes used to achieve them At the individual level the analysis extends beyond the traditional focus on expatriates to encompass the various IHRM actors and their motivations Each chapter features a case study a media article tutorial activities discussion questions and links to further reading The book concludes with three extended case studies each based on a specific region to help students consolidate their understanding

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