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For graduate and undergraduate courses in compensation, staffing, and human resources. The art and science of compensation practice. Strategic Compensation: A Human Resource Management Approach illustrates the art and science of compensation practice and its role in promoting a company's competitive advantage. The seventh edition was thoroughly revised, and now includes current statistics and a new chapter offering the latest information to compensation professionals.

We are excited to present the seventh edition of Employee Training and Development. This revised edition maintains a balance between research and real company practices with its lively writing style and most up-to-date developments. It provides readers with a solid background in the fundamentals of training and developments such as needs assessment, transfer of training, learning environment design, methods, evaluation Salient Features: - New! In-text examples and chapter openers feature companies from all industries, including service, manufacturing, retail, and non-profit organization - New! Latest research findings and best company practices each chapter like flipped classroom, adaptive training, big data and workforce analytics, learning management systems, etc. - New! Cases given in the book provides issues related training and development faced by actual companies - Coverage on use of technologies for training delivery, such as online learning, social media, mobile learning, gamification, and virtual worlds

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.

Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

This comprehensive text covers the entire field of human resource development, from orientation and skills training, to career and organizational development. It shows how concepts and theory have been put into practice in a variety of organizations. This sixth edition of HUMAN RESOURCE DEVELOPMENT reflects the current state of the field, blending real-world practices and up-to-date research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Human Resource Management (HRM) is fundamentally shaped by institutional and cultural factors, such as the different political environments and social philosophies of particular countries and regions. By examining the various organizational aspects of business life and systems of people management in Asia, the study of HRM across the continent can, therefore, give us a greater understanding of Asian societies, as well as the contemporary world of work more generally. This handbook provides an up-to-date and intellectually engaging overview of HRM in the Asian context. Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM, it analyzes important themes, such as the regulatory framework for work and employment, religiosity, family business, and gender. Using a comparative approach, it also effectively highlights the unique features of each country ' s attitudes towards HRM. Covering a range of themes and case studies, sections include: • Institutional and cultural contexts, • Labour regulation and industrial relations, • Thematic and functional HRM, • HRM in selected Asian countries, such as China, Japan, Vietnam, India, and Singapore. Written in a highly accessible style, this book will be useful to students and scholars of Human Resource Management, Asian Business, Economics, and Sociology.

Increased global competition, aided and abetted by technology, has meant that organizations in every sector are having to compete on the basis of speed, cost, quality, innovation, flexibility and customer-responsiveness. If organizations wish to be able to compete successfully in the global marketplace, they need to develop innovative products and services quickly and cost-effectively. The High Performance Organization provides invaluable information and practical tools for people engaged in leading organizational change efforts as an executive, line manager, HR practitioner or change agent. This practical text is grounded in organizational reality as well as having a sound theoretical setting. Illustrative case studies have been drawn from consultancy practice and a wide range of current research.

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