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YADIRA SOFIA

Convergence Revisited Tata McGraw-Hill
Education

For introductory courses in human resource management. Foundations in management beyond the HR department Fundamentals of Human Resources Management supports human resources training for all students of management - not just HR managers. The text presents a wide range of HR topics within a single semester of material, and a wealth of functional examples and applications. Fundamentals is also the first text of its kind to make talent management processes a core study. This 5th Edition has been updated with practical personnel techniques, real company examples, and new material on business sustainability. Each chapter touches on important recurring themes in management, including employee engagement tactics, small/global business management, employment law features, and positive employee relations, to help students become stronger and more effective managers. Also available with MyLab Management By combining trusted authors' content with digital tools and a flexible platform, MyLab personalizes the learning experience and improves results for each student. Note: You are purchasing a standalone product; MyLab Management does not come packaged with this content. Students, if interested in purchasing this title with MyLab, ask your instructor to confirm the correct

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MyLab Management with Pearson eText -- Access Card -- for Strategic Compensation Routledge

The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives. An indispensable resource for advanced students and researchers in the field, the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations.

Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The interdisciplinary and wide-ranging potential of the practising field is reflected through contributions from a diverse range of disciplines, including psychology, politics

and sociology

Human Resource Management Pearson

This book documents and explains how strategic human resource management (SHRM) and high performance work systems (HPWS) have been adopted among indigenous enterprises, namely state-owned enterprises (SOEs) and domestic private enterprises (DPEs) in China, from both management and employee perspectives. The book examines the mutual relationships between employees and their supervisors/ managers through social exchange theory. It explains how and why employees develop their perceptions and relationships with their immediate supervisors/managers in the working environment and the consequent effects on their attitudes and behaviour at work. Given the importance of the Chinese economy in the world, and the impact of its 'open door' policy and economic and management reforms, this book will provide valuable insight into China's SHRM and HPWS.

Strategic Compensation Pearson College Division

Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation. It covers the planning and execution of HRM research projects, from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results. Filled with international examples to provide a global perspective, this fully updated 4th edition of Research Methods in Human Resource Management balances theoretical frameworks and practical guidance. Fully updated throughout, this edition now includes increased discussion of methodological issues, more real-life examples and

international case studies and best practice sample literature reviews and write-ups. 'Review and Reflect' sections at the end of each chapter help to consolidate learning and explain how it can aid professional development. This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective, and multiple-choice questions and a glossary of terms help students understand the key concepts and use the terminology confidently. Online supporting resources for lecturers include an instructor's manual and lecture slides and there are annotated web links, further reading and new reflective questions for students.

Comparative Human Resource Management Routledge

The second edition continues to familiarize the students with the basic principles and techniques of human resource management. Comprehensively, this textbook highlights the importance of effective management of human resources which results not only in organisational effectiveness but also sustainable competitive advantage. With the coverage of contemporary topics such as HR Scorecard, Gen-Y Employees and Work-life Balance, it keeps the students abreast with the current human resource practices of the real world. This textbook caters to the requirements of management students and is also a useful resource for HR professionals.

Human Resource Management Vikas Publishing House

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.

Fundamentals of Human Resource Management, Student Value Edition

Pearson

Recently, the use of statistical tools, methodologies, and models in human resource management (HRM) has increased because of human resources (HR) analytics and predictive HR decision making. To utilize these technological tools, HR managers and students must increase their knowledge of the resources' optimum application.

Statistical Tools and Analysis in Human Resources Management is a critical scholarly resource that presents in-depth details on the application of statistics in every sphere of HR functions for optimal decision-making and analytical solutions. Featuring coverage on a broad range of topics such as leadership, industrial relations, training and development, and diversity management, this book is geared towards managers, professionals, upper-level students, administrators, and researchers seeking current information on the integration of HRM technologies.

Human Resource Management, 2e

Pearson South Africa

This collection of work by leading scholars investigates the impact of the globalization process on some selected Asian economies and societies. With particular focus on the role of institutional factors such as labour unions or workers' associations, case studies are presented on labour-management relations at the workplace that have evolved to cope with

globalization. The cases describe labour institutions in the society as a social force that acts as a catalyst for societal democracy and for industrial democracy at the workplace. These cases provide descriptions of the changes in the management's stance and approaches towards labour unions in the selected countries as well as at the organizational level over the last three decades when much of the industrialization process has occurred in Asia. A case study approach which enhances analytical and problem-solving skills of students A focus on the impact of globalization process in the East and Southeast Asia which is becoming more significant in the new economy Prepared by local Asian research scholars

A Human Resource Management

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The SAGE Handbook of Human Resource Management Atlantic Publishers & Dist

For courses in strategic compensation. This ISBN is for the Pearson eText combo card, which includes the Pearson eText and loose-leaf print edition (delivered by mail). Connecting art and science in compensation practices Strategic Compensation: A Human Resource Management Approach demonstrates the art and science of compensation practice and its role in a company's competitive advantage. Through focused activities and supporting course material, students build a solid foundation to become proficient compensation professionals. The 10th Edition focuses on the context of compensation practice, the criteria used to compensate employees, compensation system design issues,

employee benefits, the challenges of compensating key strategic employee groups, and pay and benefits around the world. With this text, students gain the knowledge and skills they need to assume the role of successful compensation professionals in the field. Pearson eText is a simple-to-use, mobile-optimized, personalized reading experience that can be adopted on its own as the main course material. It lets students highlight, take notes, and review key vocabulary all in one place, even when offline. Seamlessly integrated videos and other rich media engage students and give them access to the help they need, when they need it. Educators can easily customize the table of contents, schedule readings and share their own notes with students so they see the connection between their eText and what they learn in class -- motivating them to keep reading, and keep learning. And, reading analytics offer insight into how students use the eText, helping educators tailor their instruction. NOTE: Pearson eText is a fully digital delivery of Pearson content and should only be purchased when required by your instructor. This ISBN is for a Pearson eText access code plus a loose-leaf print edition (delivered by mail). In addition to your purchase, you will need a course invite link, provided by your instructor, to register for and use Pearson eText.

Contextual Insights from an International Research Collaboration Pearson

HRM (human resource management) suffers from a selective tendency and ad hoc approach, which misses the historical, paradoxical often incoherent, incompatible and inconsistent nature of the subject. This text reduces this myopia by adding to our knowledge and

the milieu within which it operates.

Local Leadership in Multi-Site Situations

John Wiley & Sons

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Strategic Compensation Pearson Etext Access Card South Western Educational Publishing

This text seeks to help students understand the dynamic and exciting environment of human resources (HR) management and the complex decisions that all managers must make when managing employees.

Human Resources Administration in Education Pearson Prentice Hall

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. Beginning With Introductory Perspectives Of Hrm And Its Evolutive Aspects, The Book Elucidates In An Easily Comprehensible Manner The Concepts Of Human Resource Planning; Job Analysis And Collection Of Job Data; Job Design; Recruitment; Selection And Barriers To Effective Selection; Psychological Testing And Interviews; Placement And Induction Procedure; Training And Management Development; Techniques And Problems Associated With Performance Appraisal; Career

Planning; Promotions, Transfer And Demotions; Employee Compensation; Incentives, Benefits And Services; Industrial Relations And Disputes; Employee Grievances; Employee Welfare, Safety And Health; Collective Bargaining; And Global Human Resource Management. The Book Is The First Of Its Kind As It Provides: " Learning Objectives In The Beginning Of Every Chapter." Numerous Exhibits And Examples That Would Help Sustain The Interest Of Readers." Key Terms And Questions Following Each Chapter." A Small Hr Dictionary In The End Of The Book. Surely, The Book Will Provide A Rewarding And Refreshing Experience To Its Readers.

Human Resource Management Plus MyManagementLab with Pearson EText - Access Card Package Pearson

In *International Multi-Unit Leadership*, Chris Edger builds on his earlier *Effective Multi-Unit Leadership*. First - showcasing up-to-date, contemporaneous case studies of market-leading international organisations - the book takes a cross-border perspective on leading from the middle in international subsidiaries that are committing significant capital to land-based multi-unit infrastructures. Secondly, it captures the zeitgeist of internationalizing hospitality, retail, service and leisure organizations facing challenges in relation to multi-channel/smart technology spread, divergent national cultures and emergent, imitative local competition. Thirdly, it addresses the conundrum that most subsidiary multi-unit leaders (regional, area and district managers) face, generating commitment amongst their unit managers and team members, whilst coping with their firm's country of origin-based control and change agendas. Continuing the themes that

emerged in his earlier book, particularly around how multi-unit leaders (MULs) and directors are expected to expedite a number of competing and contradictory functions, the author finds that in subsidiary-based international situations, complexity and ambiguity escalates due to 'distance decay' and the level of internal and external contextual turbulence. Based on exemplary case studies, the author examines how high-performance MULs manage paradox and ambiguity within an international context and how organizations can deliver local effectiveness within a strategic framework determined by a policy-making centre hundreds or thousands of miles away. The research and case studies in this book will appeal to managers within international multi-unit enterprises, service directors wishing to train and coach others, students on any of the increasing number of multi-unit management programmes being run in business schools, and academics with an interest in internationalizing service-based enterprises.

International Multi-Unit Leadership Pearson

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Human Resource Management Routledge

There is a growing recognition of the increasing importance of 'local leadership' practice within multi-unit service contexts, given the threat to costly land-based retail infrastructures from smart technologies. Multi-site organizations are economically significant, but currently under-researched and poorly understood. In *Effective Multi-Unit Leadership*, Chris Edger looks at that key managerial cohort in the retail, hospitality and service sectors operating between the centre and unit - the Multi-Unit Leader (MUL). This district, area or regional

manager, is tasked with maximising revenue and profit from a complex and ambiguous positional space, being sandwiched between the centre and unit, facing the MUL paradox: how do they motivate unit managers and team members to provide great service whilst simultaneously fulfilling the Centre's compliance agenda? Based on extensive case study research across a range of multi-unit service organisations, Edger advances an Integrated Model of MUL that elucidates how key activities (sales-led service, systems and standards - 3Ss) are driven through behavioural practices (commitment, control and change - 3Cs) underpinned by MUL personal characteristics (expertise, emotional intelligence and energy - 3Es). Central to this model is the notion of 'portfolio optimisation through social exchange' (POSE) where MULs apply 'local leadership', leveraging their portfolios through the deft application of exchange-based currencies. Replete with case studies, *Effective Multi-Unit Leadership* will appeal to high potential unit managers; existing multi-unit leaders who want to improve their performance levels; and retail/service directors wishing to train and coach their direct reports; as well as business educators and those with an academic interest in organisational studies.

The Case of Austrian Business

Enterprises Routledge

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The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with

almost 400 entries on core HR areas and key concepts. From age discrimination, to zero hours contracts, each entry reflects the views of an expert and authoritative author. The terms included vary from singular concepts such as performance appraisal and industrial conflict, to organisational behaviour terms including organisational culture and commitment; and broader management terms such as resourcing and management development. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. This book is an ideal companion to a standard HRM textbook, and both undergraduate and postgraduate students will find it to be of value. It will also be useful for academic researchers, HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts.

Human Resource Management in the Hospitality Industry Pearson Educación Human Resource Management addresses the challenges faced by human resource managers, integrating

traditional theory with real-world strategy to equip students with the knowledge, perspective, and skills they need to thrive in the ever-changing global business environment. Presented in a clear and relatable style, this text emphasizes how effective human resource management and strategic planning work in concert to allow organizations to achieve maximum success. The focus on practical application illustrates the essential link between strategic planning and implementation, providing an inside look at how real-world companies increase effectiveness through world-class human resources management practices. A wealth of case studies, discussion topics, and exercises reinforce key concepts, strengthening students' ability to think strategically and integrate core HR management principles into the decision-making process. By mirroring the current landscape's increased reliance on smart people-management strategy, this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward.

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