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Human Resource Management Gary Dessler, 2015 For courses in Human Resources Management Human Resource Management provides students in human resource management courses and practicing managers with a full and practical review of essential HR concepts and techniques with a particular focus on using human resource practices to improve performance productivity and profitability at work This best selling HRM text is designed with authoritative and current information on Human Resource Management that ALL managers can use in business New topics can be found throughout the Fourteenth Edition along with new features and video cases MyManagementLab for Human Resources Management is a total learning package MyManagementLab is an online homework tutorial and assessment program that truly engages students in learning It helps students better prepare for class quizzes and exams resulting in better performance in the course and provides educators a dynamic set of tools for gauging individual and class progress This program will provide a better teaching and learning experience for you and your students It will help Personalize Learning with MyManagementLab Inspire the exchange of new ideas and foster intriguing discussions with the abundant resources found in MyManagementLab Focus on Productivity Performance and Profits Practical material helps managers perform day to day responsibilities Keep Your Course Current and Relevant New topics and boxed features highlight human resources practices Note You are purchasing a standalone product MyManagementLab does not come packaged with this content If you would like to purchase both the physical text and MyManagementLab search for ISBN 10 0133801993 ISBN 13 9780133801996 That package includes ISBN 10 0133545172 ISBN 13 9780133545173 and ISBN 10 0133545695 ISBN 13 9780133545692 MyManagementLab is not a self paced technology and should only be purchased when required by an instructor **Digital HR** Deborah Waddill, 2018-06-08 It s an exciting time to be in HR as scores of technologies including AI predictive modeling real time data analytics HR shared service centers and others are being implemented at a rapid pace by HR leaders around the world every day Digital HR expertly addresses the revolutionary trends and disruptive technologies to provide HR executives managers specialists generalists and students with a comprehensive and evidence based guide to current technologies that enhance enable revitalize and empower Human Resources With practical insight real world case studies tips and tools recommendations and additional resources the author guides readers through each of the major technologies and addresses vital strategic and implementation issues Designed for HR professionals and students at all levels the book explores how these tools can enhance decision making streamline operations and create more agile strategic HR functions

UGC NET/SET DIGEST Dr. Aasim Mir, 2018-06-15 This book is one among the most relevant fields for research and study for students scholars as well as other researchers This book is one such initiative that is equipped with MCQ s on Human Resource Management and surely will help the learners up to greater extent in getting latest knowledge and qualifying competitive examinations The book has been written with one prime objective of providing comprehensive knowledge to

those students who are eager to qualify UGC NET SET SLET and want to join the prestigious teaching profession

MANAJEMEN SUMBER DAYA MANUSIA Enden Suryati, SE.,MM,Nursaima Harahap, S.Pd.I.,MM,Mujito, SE.,MM,2025-02-10 Buku ini disusun dengan tujuan untuk memberikan pemahaman yang mendalam mengenai perjalanan manajemen SDM yang dimulai dengan perencanaan yang baik dan berkelanjutan Dalam bab pertama kita akan membahas mengenai perencanaan SDM yang meliputi analisis kebutuhan sumber daya manusia proyeksi kebutuhan tenaga kerja hingga pengembangan strategi rekrutmen yang efektif Proses ini menjadi dasar yang sangat penting karena tanpa perencanaan yang baik organisasi tidak akan mampu mengelola SDM secara efisien dan efektif Oleh karena itu pemahaman tentang perencanaan SDM yang tepat menjadi hal yang fundamental bagi para praktisi maupun akademisi di bidang ini Selanjutnya buku ini juga akan mengupas mengenai pentingnya pengembangan kompetensi SDM Dalam dunia yang terus berkembang setiap individu yang terlibat dalam organisasi harus memiliki kemampuan yang tidak hanya relevan dengan pekerjaan mereka tetapi juga dengan tuntutan zaman yang semakin cepat berubah Pelatihan dan pengembangan menjadi salah satu komponen penting dalam manajemen SDM yang berfokus pada peningkatan kualitas dan kapasitas individu Buku ini akan memberikan gambaran mengenai berbagai metode pelatihan evaluasi hasil pengembangan serta cara cara untuk menciptakan budaya belajar yang berkelanjutan di dalam organisasi

Human Capital Management Rianti Setyawasih,Rustandi,Luh Kartika Ningsih,Pandapotan Sitompul,Santi Riana Dewi,Abdullah Hehamahua,Sinar Ritonga,Ni Luh Putu Eka Yudi Prastiwi,June Kuncoro Hadiningrat,Sukemi Kadiman,Narulita Syarweny Nassay,Eddy Supriyadinata Gorda,I Putu Agus Adnyana,Rezi Erdiansyah,Piter Tiong,Bonar Hutapea,2023-02-06 Pokok pokok bahasan dalam buku ini mencakup 1 Pengertian Manajemen SDM 2 Penilaian Kinerja 3 Sistem Informasi Pengelolaan Sumber Daya Manusia 4 Rekrutmen dan Seleksi 5 Pelatihan dan Pengembangan 6 Perencanaan Kompensasi dan Tunjangan Kinerja 7 Audit dan Riset SDM 8 Struktur Organisasi SDM 9 Peran Komunikasi dalam Manajemen Sumber Daya Manusia 10 Keselamatan dan Kesehatan Kerja 11 Sistem Pemutusan Hubungan Kerja 12 Perencanaan SDM 13 Kompetensi Sumber Daya Manusia 14 Total Quality Management 15 Motivasi dan Kepuasan Kerja 16 Konflik dan Stres Kerja

The Praeger Handbook of Human Resource Management Pamela Dixon,Jerry W. Gilley,Ann Gilley,Scott A. Quatro,2008-11-30 The two volume Praeger Handbook of Human Resource Management is an indispensable resource for anyone with a question relating to workplace practice or policy Volume One contains information organized by HR task or topic Recruitment and selection employee development performance management compensation and benefits administration and employment law Volume Two covers organizational issues like leadership and HR strategy organizational development change management and general HR issues and workplace policy Written by experts of all stripes including HR professors HR consultants and practicing HR managers this is the one stop preeminent source for all things HR Anyone with personnel duties whether VP for Human Resources or office manager will find actionable answers to all their questions quickly Personnel management is a critical business function

Make a mistake in say firing an employee and soon you may find yourself on the phone with a lawyer This handbook will help readers avoid personnel potholes and snares Volume one of this set tells among dozens of other topics how to hire well train employees evaluate and develop workers fire legally set compensation and abide by federal and state employment laws Volume two rises above the trees for a look at the forest leadership development succession planning managing change and conflict creating emergency response plans managing teams forecasting employment trends measuring results and acquiring HR credentials In addition volume two will help companies develop workplace policies on everything from suitable dress to disciplinary procedures to work life balance Entries in each category are short and to the point from 500 to 1 000 words Sprinkled throughout are longer overview theory pieces on subjects like performance management selection training and HR Strategy And the set will contain an extensive bibliography resource section and checklists on topics like hiring safety termination training and more The Best Places to Work for are also the most profitable and the most fun This handbook helps lay the foundation for building a rewarding inspiring and productive workplace where people come to work each day with smiles on their faces

Rethinking Management Boris Kaehler,Jens Grunde,2025-08-27 The concept of management is well established and very familiar to scholars and practitioners alike However it is also very generic with no agreed upon definition and no consistency in the demarcation between it and its sub concepts and other similar terms Building on an in depth analysis of literature this book establishes a precise understanding of management and systematically integrates its sub concepts of organization governance strategic management human resource management leadership and organizational culture It thus provides a clear theoretical and conceptual framework helping researchers to theorize and practitioners to implement corporate management models

Pelatihan dan Pengembangan Sumber Daya Manusia (SDM) Pamela Magdalena,Herjuno Ariwibowo Arifin,Nurhaida Nurhaida,Mardhatila Fitri Sopali,Putri Azizi,Rena Augia Putrie,Linardo Pratama,Chintya Ones Charli,Nanda Harry Mardika,Nurul Maghfirah,Syamsudin Syamsudin,Novita Yuliana,2025-06-17 Dalam era persaingan global yang semakin ketat pengembangan Sumber Daya Manusia SDM bukan lagi sekadar pilihan melainkan kebutuhan strategis yang menentukan keberlangsungan dan keunggulan suatu organisasi Buku Pelatihan dan Pengembangan Sumber Daya Manusia ini hadir sebagai panduan komprehensif yang mengulas secara mendalam konsep konsep utama dalam pelatihan SDM mulai dari landasan teoritis metode pelaksanaan hingga evaluasi keberhasilan program Dengan pendekatan sistematis buku ini juga mengintegrasikan teori andragogi untuk menjawab kebutuhan pembelajaran orang dewasa serta menganalisis kebutuhan pelatihan secara tepat guna dan kontekstual Pembaca akan dibekali wawasan praktis mengenai strategi inovatif tantangan implementasi dan solusi aplikatif yang sangat relevan dengan dinamika dunia kerja saat ini Tidak hanya berhenti pada teori buku ini juga menyuguhkan materi aplikatif seperti desain kurikulum berbasis kompetensi KBK transformasi pembelajaran digital melalui e learning dan blended learning serta peran krusial manajer dan atasan dalam mengembangkan talenta organisasi Melalui 12 bab terstruktur pembaca akan diajak menyelami seluruh proses

pengembangan SDM dari analisis kebutuhan hingga strategi kolaboratif lintas fungsi Diperkuat dengan prinsip-prinsip terkini dalam evaluasi pelatihan dan pengembangan karier buku ini menjadi referensi ideal bagi praktisi HR manajer akademisi serta mahasiswa yang ingin memahami dan menerapkan pelatihan SDM secara strategis dan berkelanjutan Buku ini bukan hanya bacaan tetapi investasi intelektual untuk menciptakan organisasi pembelajar yang adaptif dan kompetitif

Manajemen Pengembangan Sumber Daya Manusia Denny Rakhmad Widi Ashari, Nitema Gulo, Reina A.

Hadikusumo, Meutia Dewi, Mochamad Heru Riza Chakim, Pathmi Noerhatini, Muhammad Rizqi Zati, Muhammad Milzam, Musdalifah, Dewi Martha, Ahmad Maulidizen, Maudhy Satyadharma, Andi Tenri Lawa Putri Lanrang Haris, Andi Tenri Ellyana Haris, Adrian Radiansyah, Muhammad Taufan Gunawan, Gautama Sastra Waskita, Puri Eka Dewi Fortuna, Putri Zafira Ruhliandini, Sugeng Susanto, Intan Deanida Pratiwi, Dina Yulia Wijata, Ernawati, 2025-06-12 Dalam era persaingan global yang semakin ketat dan dinamis peran sumber daya manusia menjadi kian sentral dalam menentukan keberhasilan dan keberlanjutan sebuah organisasi Pengembangan sumber daya manusia bukan lagi sekadar fungsi administratif melainkan telah bertransformasi menjadi elemen strategis yang krusial Buku ini hadir untuk menjawab tantangan tersebut dengan mengupas tuntas berbagai aspek penting dalam manajemen pengembangan sumber daya manusia mulai dari perencanaan kebutuhan SDM rekrutmen dan seleksi pelatihan dan pengembangan manajemen kinerja pengembangan karier hingga evaluasi program pengembangan SDM Pembahasan dalam buku ini dirancang untuk memberikan perspektif yang seimbang antara landasan teoritis yang kokoh dan aplikasi praktis di dunia kerja Penulis berupaya menyajikan materi secara sistematis lugas dan dilengkapi dengan contoh-contoh relevan sehingga mudah dipahami oleh berbagai kalangan pembaca baik para mahasiswa yang sedang mendalami studi manajemen sumber daya manusia para praktisi HR di berbagai level organisasi maupun para pimpinan perusahaan yang ingin mengoptimalkan potensi sumber daya manusianya Pembahasan pada buku ini meliputi berbagai topik antara lain 1 Konsep Dasar Manajemen 2 Perencanaan Sumber Daya Manusia 3 Analisis dan Desain Pekerjaan 4 Rekrutmen dan Seleksi 5 Orientasi dan Penempatan Karyawan 6 Pelatihan dan Pengembangan SDM 7 Manajemen Kinerja 8 Pengembangan Karier 9 Kompensasi dan Benefit 10 Motivasi dan Kepuasan Kerja 11 Kepemimpinan dalam SDM 12 Manajemen Talenta 13 Budaya Organisasi Perusahaan 14 Manajemen Konflik dan Negosiasi 15 Hubungan Industrial dan Serikat Pekerja 16 Manajemen Perubahan dan Pengembangan Organisasi 17 Sistem Informasi SDM HRIS 18 Etika dan Tanggung Jawab Sosial Perusahaan CSR 19 Manajemen SDM Internasional 20 Pengukuran Efektivitas SDM 21 Outsourcing dan Fleksibilitas Tenaga Kerja 22 Manajemen Stres dan Keseimbangan Kehidupan Kerja 23 Tren dan Tantangan MSDM di Era Digital

INCEESS 2020 Putri Anggun Sari, Ikhsan Romli, Mohammad Hatta Fahamsyad, Retno Purwani Setyaningrum, Lisa Kustina, 2021-01-18 InCEESS is an international conference hosted by Pelita Bangsa University This conference is arranged to become an annual conference making room for scholars and practitioners in the area of Engineering ICT Management and all research in Social Science and Humanities to share their thoughts knowledge and

recent researches in the field of study <https://inceess.pelitabangsa.ac.id> MANAJEMEN SUMBER DAYA MANUSIA: Mengelola SDM Secara Profesional Yohanes Arianto Budi Nugroho, 2020-06-11 Buku ini merupakan salah satu referensi belajar pada mata kuliah Manajemen SDM sekaligus sebagai sarana bagi mahasiswa untuk memahami teori-teori dalam bidang SDM. Manajemen SDM merupakan cabang ilmu yang sangat penting terutama dalam mengembangkan kualitas human capital dari sebuah perusahaan. Setiap organisasi senantiasa melakukan pengembangan SDM secara berkelanjutan karena kinerja perusahaan yang baik tentunya ditopang oleh SDM yang bermutu dan berkualitas. Setiap bab dalam buku ini berusaha untuk menyajikan secara ringkas teori-teori tentang Manajemen SDM yang diharapkan dapat membantu para pembaca untuk memahami lebih jauh aspek-aspek penting dalam bidang SDM. Menciptakan dan mempertahankan SDM berkualitas harus menjadi perhatian dan program berkelanjutan bagi setiap perusahaan. Kemampuan menghadapi perubahan teknologi juga harus menjadi prioritas utama bagi SDM jaman sekarang karena modernisasi sudah merambah ke semua bidang termasuk SDM. Pada akhirnya penulis berharap para pembaca buku ini dapat sungguh-sungguh memahami teori dan penerapannya terutama dalam merencanakan dan mengembangkan Sumber Daya Manusia dalam organisasi. Pada akhirnya unsur manusia akan memainkan peran yang sangat penting dan signifikan dalam perkembangan bisnis organisasi. Meskipun era digital telah tiba dan banyak peralatan serta sarana yang dapat menggantikan tugas manusia, namun manusia tetap memiliki keunggulan yaitu fleksibilitas dan kecerdasan emosi yang tidak dimiliki oleh mesin.

Manajemen Sumber Daya Manusia Kushariyadi Kushariyadi, Loso Judijanto, Tadius Tadius, Ayu Gede Willdahlia, Ratna Koba Susanti, Ketut Juliartini, Agus Siswanto, Rini Eka Sari, 2025-06-29 Buku *Manajemen Sumber Daya Manusia: Teori Komprehensif dalam MSDM* menyajikan pembahasan komprehensif mengenai konsep, fungsi, dan peran strategis pengelolaan tenaga kerja dalam organisasi. Buku ini diawali dengan pengantar mengenai pengertian sumber daya manusia, tujuan, manfaat, serta fungsi manajemen SDM yang menjadi fondasi utama dalam memahami topik ini. Selanjutnya dibahas secara mendalam peran strategis operasional dan humanistik manajemen SDM dalam mencapai efektivitas organisasi. Perencanaan SDM menjadi bagian penting mencakup analisis kebutuhan dan ketersediaan tenaga kerja, pengadaan, pengembangan, retensi, serta monitoring perencanaan secara menyeluruh. Bagian selanjutnya membahas proses rekrutmen dan seleksi strategi berbasis kompetensi serta pengembangan karyawan melalui metode yang relevan. Buku ini juga mengangkat topik penting seperti kepuasan kerja, motivasi, dan kedisiplinan yang berkontribusi terhadap produktivitas. Teori-teori motivasi klasik dan kontemporer dijelaskan untuk memberikan dasar dalam merancang strategi peningkatan kinerja. Dengan penyusunan materi yang sistematis dan aplikatif, buku ini cocok digunakan oleh mahasiswa praktisi HR serta pimpinan organisasi yang ingin memahami dan menerapkan manajemen SDM secara efektif dan berkelanjutan.

Manajemen Sumber Daya Manusia: Kumpulan Teori MSDM Cecep Hidayat, Anggraeny Paridy, Erlinengsih Erlinengsih, Fiandy Mauliansyah, 2024-09-03 Buku Referensi *Manajemen Sumber Daya Manusia: Kumpulan Teori MSDM* memberikan wawasan komprehensif tentang teori dan praktik Manajemen

Sumber Daya Manusia MSDM Buku ini dimulai dengan pengenalan pengertian sejarah dan perkembangan MSDM serta peran utamanya dalam meningkatkan efektivitas organisasi Di bagian awal pembaca akan mempelajari langkah langkah penting dalam perencanaan rekrutmen dan seleksi sumber daya manusia yang sesuai dengan kebutuhan organisasi Selanjutnya buku ini membahas strategi pengembangan karyawan melalui pelatihan dan pengelolaan kinerja yang efektif Bagian lain menguraikan tentang kompensasi dan tunjangan menekankan pentingnya struktur yang adil dan evaluasi yang cermat Pada bagian penutup hubungan industrial dan kesehatan kerja K3 dijelaskan sebagai elemen kunci dalam menciptakan lingkungan kerja yang aman dan produktif Buku ini adalah panduan praktis bagi mahasiswa dan profesional MSDM yang ingin memahami dan menerapkan teori teori MSDM secara efektif dalam dunia kerja

Staffing the Contemporary Organization Donald L. Caruth, Gail D. Caruth, Stephanie S. Pane, 2008-12-30 Few business functions are more important than putting people where they can do the most good Get it right and the business soars Get it wrong and the business pays dearly in reduced sales profits and productivity Staffing the Contemporary Organization provides a comprehensive treatment of staffing procedures policies techniques and problems It includes a number of human resources topics not usually covered in one volume HR planning legal aspects of staffing recruiting selecting performance appraisal career development and many others in an integrated system The method presented is a proven useful tool that managers and HR people can employ to build stronger more resilient organizations This thoroughly revised edition provides a comprehensive treatment of staffing procedures policies techniques and problems It covers areas newly developed since the last edition like recruiting via the Internet and new court decisions that clarify the scope and application of antidiscrimination laws in the workplace Among other topics it covers the following areas in detail Employment law Job analysis Recruiting and interviewing Selecting and selection tests Appraisals and employee development Administration Handling promotions demotions layoffs terminations etc Career planning Measuring the effectiveness of the HR function Staffing the authors contend must encompass the entire range of activities associated with planning for obtaining utilizing and developing human resources Suitable for business students as well as professionals this is the first book to present a systems view of the staffing function a view necessary to maximize the contribution of any company's most important asset its people

BUKU AJAR PERILAKU ORGANISASI DALAM PRAKTIKNYA DI DUNIA KERJA Dimasti Dano, Edwin Bahari, Editor : M. Hidayat Miskadi Penyunting : Muhamad Suhardi Randi Pratama Murtikusuma, 2022-08-19 Satu pertanyaan yang sering dilontarkan tetapi sangat penting ketika orang mulai memasuki dunia kerja pertanyaan itu adalah mengapa perilaku organisasi harus dipelajari Perilaku organisasi merupakan suatu studi yang sangat menarik karena di dalamnya mengkaji bagaimana individu kelompok saling memengaruhi dalam suatu organisasi atau kelompok dalam suatu perusahaan Studi ini sering diimplementasikan untuk mengatasi permasalahan dalam pekerjaan seperti produktivitas bekerja dalam suatu kelompok komunikasi kepuasan bekerja hingga konflik di tempat kerja Tim penulis dengan pengalaman bekerja di

sebuah perusahaan agribisnis terbesar di Indonesia untuk komoditas buah buahan lebih dari 20 tahun tentu saja di tempat kerja mendapat pengalaman yang intens berkenaan dengan perilaku manusia Dari pengalaman dan teori teori perilaku organisasi kemudian tim penulis memilah dan merangkumnya dalam buku dengan judul Perilaku Organisasi Dalam Praktiknya di Dunia Kerja *Human Resource Management* Gary Dessler, 2008 **Recording for the Blind & Dyslexic, ... Catalog of Books**, 1996 **Productive Staff** Dr. Sahat Simbolon, S.E., M.Si., CIMBA., Dr. Agus Susanto, SH, CN, MM, MBA, MKn, M.OXCEL (OXFORD-UK), DBA, CIMBA, CPS, CBHRM, CPHCM, CHCB, CHCM., 2023-06-14 Tidak ada keraguan bahwa orang tidak dapat dipisahkan dan perusahaan dan bahkan bagian terpenting dari organisasi Mengoptimalkan potensi konsumen untuk memaksimalkan keuntungan hanya dapat dicapai oleh orang-orang berbakat jadi trennya adalah dari tren customer first employee second menjadi employee first customer second Perusahaan sekarang menyadari bahwa karyawan mereka memainkan peran penting dalam kelancaran operasi dan layanan pelanggan Buku ini akan membahas korelasi kapasitas kerja kepemimpinan inovatif serta tempat dan suasana kerja dan dampaknya terhadap produktivitas karyawan Adanya buku ini dapat menjadi referensi bagi para pemimpin di perusahaan akademisi dan mahasiswa yang mempelajari ilmu manajemen **Management** Gary Dessler, 1998 This text in management follows a planning organizing leading and controlling framework It features brief cases on diversity entrepreneurship and strategy at the end of each chapter

Human Resource Management, Global Edition Gary Dessler, 2014 For courses in Human Resources Management Human Resource Management provides students in human resource management courses and practicing managers with a full and practical review of essential HR concepts and techniques with a particular focus on using human resource practices to improve performance productivity and profitability at work This best selling HRM text is designed with authoritative and current information on Human Resource Management that ALL managers can use in business New topics can be found throughout the Fourteenth Edition along with new features and video ca

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