FOURTH EDITION

Human Resource Management in South Africa

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Michael R. Carrell, Norbert F. Elbert, Robert D. Hatfield

Human Resource Management In South Africa 4th Edition

Sonia Bendix

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South African Human Resource Management Ben Swanepoel,Barney Erasmus,Heinz Schenk,2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners **Seven Moralities of Human Resource Management** T. Klikauer,2014-10-28 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 Organisational Behaviour Stephen P. Robbins,2009 This book is the first Southern African edition of Stephen P Robbins s Organizational Behaviour the best selling organisational behaviour textbook worldwide **Human Resource Management: Text & Cases, 2nd Edition** Pande Sharon & Basak Swapnalekha,2015 In a constantly evolving service led Indian economy human resources have become the cornerstone of an organization s success The management of human capability has become an art that has to be understood and mastered to run a successful enterprise Human Resource Management Text and Cases 2e explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day today basis Going beyond the coverage of a traditional textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field The authors have used their extensive real world work experience in talent acquisition and human resource development and retention to provide lucid explanation of all major concepts of human resource management Replete with examples and cases this title is a complete guide for all MBA students and HR practitioners KEY FEATURES Extensive coverage of HR best practices and innovations Sample ready to use formats of relevant documents Thought provoking chapter opening cases to set the context for learning in the text ahead Application cases to showcase real world implementation of concepts PowerPoint slides and Question Bank for teachers *Human Resource Management in South Africa* ,1998 **Managing Human Resources in Africa** Chima Mordi,Hakeem Adeniyi Ajonbadi,Olatunji David Adekoya,Toyin Ajibade Adisa,2023-07-24 Over the decades academic literature has too often neglected the complexities and diversity of the African continent and the challenges faced by both multinational companies working across Africa and domestic African companies particularly in the field of human resources This edited collection has been compiled with the

aim of developing our understanding and practice of HRM in an African context within an increasingly global work milieu Chapters focus on different African countries and are underpinned by a critical approach to HRM which goes beyond focussing on the business cases but considers the sensitivity of the national context The authors will draw on various types of research conceptual theoretical and empirical and incorporate contextual issues such as technology politics culture and economics to supplement the readers insights into the current state of human resource management in African countries By highlighting theoretical underpinnings and emphasising the practical relevance of HR issues this proposed book will offer an insightful guide for students and scholars interested in HR and management in developing economies   *Fresh Perspectives: Human Resource Mangement : UJ Custom Publication* ,2009   **Management Studies in South Africa** Shaun Ruggunan,R. Sooryamoorthy,2018-09-20 This book examines the trajectory of management studies in South Africa during the apartheid and post apartheid periods The unique political journey of South Africa provides a distinctive context in which to explore the progression of management studies within a developing state The authors consider how Apartheid has configured the discipline of management studies to reflect certain racial institutional and gendered trends and analyse the extent to which these trends have adapted or changed in post Apartheid times Appealing to management scholars and professionals this book provides implications for policy and practice within the South African higher education sector and presents avenues for future research   *Textbook for Human Resource Practitioners* ,1996   Industrial Relations in South Africa Sonia Bendix,1989 This edition of Industrial relations in South Africa includes new sections on termination transfers affirmative action conflict handling and joint problem solving   **Valuing People in Construction** Fidelis Emuze,John Smallwood,2017-08-09 Valuing People in Construction provides contemporary perspectives on the glue that binds the construction process together people The book addresses people issues in the construction industry where behavioural outcomes impact upon business and project performance The main proposition of the book is that as people continue to lead the completion of construction activities their health safety and well being should be seen as a priority and valued by stakeholders As employers and employees the role of people in construction must be to strive for the improvement of individual lives and society This edited collection which is the first book to focus specifically on placing value on people in construction focuses on people at work gender at work conditions at work and respect at work In addition to an editorial overview the book presents tested and refined empirical work and case studies by leading construction researchers from Africa Australia and Europe Essential reading for researchers students and professionals interested in construction management the sociology of construction HRM in construction gender work and health studies   **Business Management** Hannie Badenhorst-Weiss,Tersia Brevis,Mike Cant,2008-02 The world is in a constant state of flux and this influences the operations of every business and organisation Business Management A Contemporary Approach deals with these changes by covering the functions of a business or an organisation and then addressing the contemporary issues that affect them These

issues include globalisation corporate entrepreneurship and citizenship credit diversity and HIV AIDS Every student of business and business manager needs to understand the importance of these issues and their influence on the operations of a business Business Management A Contemporary Approach also highlights the interdependency between the various business functions This interdependency is very important for a business or organisation to operate as a whole   The Art of Engaging Unionised Employees Jan Hendrick Nel,Bennie Linde,2018-10-05 This book introduces a framework to assist human resource practitioners and organisations embrace strategies that will drive high engagement levels within organisations with a union presence The authors address established definitions of engagement and how they have been conceptualised in academic and practitioners literature before exploring and unpacking circumstances that influence levels of engagement amongst employees in a unionised environment In doing so the framework introduced elaborates on approaches and interventions with the greatest potential to create improve and embed high levels of engagement within the unionised work environment   **HR Governance** Boris Kaehler,Jens Grundei,2018-07-04 Human resource HR governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice As a part of corporate governance it represents the internal and external normative framework of human resource management and its supervision in organizations This book theoretically integrates HR governance with the related domains of corporate governance general management HR management and leadership By doing so it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines By interpreting the new ISO 30408 norm on human governance and taking into account recent developments the book helps to comply with and anticipate current and future HR regulations   **The Handbook of Human Resource Management Education** Vida Gulbinas Scarpello,2008 HRM educators and professionals graduate students business executives and anyone interested in effective and efficient management of human resources or in advancing the HRM field will find the Handbook of Human Resource Management Education an invaluable reference tool BOOK JACKET   **International Journal of Cross-Cultural Studies** Siddhartha Sarkar,2016-02-16 CONTENTS 1 Evaluation of Municipal Managers Roles in Strategic Implementation A Study of Matatiele Municipality in South Africa by Samuel M Lehanya et al 2 Nexus of Trafficking and Migration Issues by Siddhartha Sarkar 3 Perceptions of Senior Staff on Empowerment Strategies in a Tertiary Institution in Ghana by Rosemond Boohene et al 4 Western Cinema and the Work of Empire Turning the Spotlight on the Orient by Wincharles Coker 5 Babyfacedness Sometimes a Plus Sometimes a Minus for Male Attractiveness Ratings by Don R Osborn   **Human Resource Management in the Public Sector** Ronald J. Burke,Andrew Noblet,Cary L. Cooper,2013-01-01 An impressive collection of authoritative treatments of major current and ongoing topics in public sector human resource management provided by both well established experts and up and coming scholars who are becoming leaders in the field A valuable resource for courses on the topic and an

important reference for scholars and those seeking to maintain expert knowledge about it Hal G Rainey The University of Georgia US This insightful book presents current thinking and research evidence on the role of human resource management policies and practices in increasing service quality efficiency and organizational effectiveness in the public sector Internationally public sector organisations face enormous challenges including increasingly uncertain political and economic environments more vigilant and cost conscious governments rapidly evolving community needs and an ageing workforce This collection examines a range of HRM related topics that will influence the capacity of public sector agencies to negotiate and respond to the challenges ahead These topics include managing public sector human resources during an economic downturn enhancing the satisfaction and motivation of public sector employees attracting and retaining talent leadership development and case studies in successful public sector organizational change With each chapter drawing on the latest research but also emphasizing the practical implications this collection is suitable for practitioners researchers and students alike It will also be valuable for HR specialists and managers of HR units in the public sector **Municipal Management** Annelise Venter,2007 Book the constitutional dispensation as it affects municipalities the strategic orientation of municipalities within the global and national contexts the capacities and resources available best practices as far as management processes procedures and methods are concerned The book explores the multifaceted nature of municipal management in South Africa and focuses the readers attention on selected key strategic issues such as local economic development local democracy disaster risk reduction **The Routledge Companion to Strategic Human Resource Management** John Storey,Patrick M. Wright,David Ulrich,2009 Combining up to date research innovative content and practical perspectives this book is the benchmark by which all other strategic HRM reference works should be measured Leading figures from around the globe survey the current state of the discipline while also introducing and exploring new cutting edge themes in order to offer a comprehensive and authoritative overview of the field Section introductions and integrative critiques pull together the separate themes to provide cross comparisons between chapters to create a cohesive and well structured volume Unlike other texts in this area The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business writers in areas adjacent to human resource management including strategy innovation and organizational learning These add fresh and challenging insights into HRM themes from key mainstream business and management thinking The field of strategic HRM is thus enriched and extended by this volume Focusing on the interplay between theory and practice this book is an essential resource for researchers and students studying human resource management and strategy **A Global Guide to Human Resource Management** Thomas Klikauer,2022-06-17 A Global Guide to Human Resource Management is a concise HRM introductory text offering a uniquely non region specific approach to people management in international business organisations The book presents an alternative to standard managerial approaches reflecting the perspectives of multiple stakeholders workers trade unions

states and governments NGOs to critically evaluate HRM in practice and in so doing enables students to make effective decisions in their own practice wherever their careers take them Its accessibility and concision make it well suited to short courses for non HRM and non business specialists This text covers all major introductory topics for non specialists introducing the concept and purpose of HRM through recruitment people skills designing work promoting health rewarding success and successful and ethical people management This edition includes a new chapter on green HRM Rich with pedagogical features the book includes five case studies per chapter to connect theory with practice It is also supported with a range of instructor materials including online guest lectures general discussion questions a glossary an index and online documentaries that explain how to manage people It is essential reading for students interested in Human Resources and Personnel Management Organisational Behaviour and Development and Workplace Culture

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