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16e HUMAN RESOURCE MANAGEMENT

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Gary Dessler
Biju Varkkey

Human Resource Management By Gary Dessler And Biju Varkkey 12th Edition

Gary Dessler



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Human Resource Management, 2e Khanka S.S., 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. *The HRD Almanac* Dr Vidhya Srinivasan, 2016-12-26. The thinking on Human Resource Development (HRD) practices has been evidenced for the last one and a half decades. However, the pace and volume of change has forced HR managers to meet complex challenges like globalization, a diverse workforce and informed expectations for training, learning and development. Both organizations and employees benefit from HRD interventions because an organization's success critically depends on the levels of employee skills and motivation. The HRD Almanac looks at 4 broad focus areas of HR practices that are Strategy centric, Organizational alignment related, Employee Empowerment focused and the Learning, Training and Development angle. The author weaves together 25 detailed chapters spanning the gamut of the HRD function. The writing is aligned on a uniform pattern providing answers to the What (consisting of Definitions and Descriptions of the theme), Why (consisting of Concept Clarifications), Where (the role of the Human Resources department) and How (an authentication of data obtained through a pilot study on HR practitioners across industry sectors). The HRD Almanac is a factual compendium of literature, concepts, organizational experiences and perceptions on some of the most important HRD efforts and will serve as an appropriate and excellent handbook for young and potential HR functionaries.

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