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16e HUMAN RESOURCE MANAGEMENT

 Pearson

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.

Human Resource Management Gary Dessler, 2011. This best selling HRM text is designed to provide authoritative and accurate information on HR related responsibilities and personnel management by focusing on practical applications, concepts and techniques that ALL managers can use in business. Managing Human Resources Today, Managing Equal Opportunity and Diversity, Mergers, Acquisitions and Strategic Human Resource Management, Personnel Planning and Recruiting, Selecting Employees, Training and Developing Employees, Performance Management and Appraisal, Compensating Employees, Ethics, Employee Rights and Fair Treatment at Work, Working with Unions and Resolving Disputes, Improving Occupational Safety, Health and Security, Managing Human Resources in Entrepreneurial Firms, Managing HR Globally, Measuring and Improving HR Management's Results. MARKET For all human resource personnel and managers.

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fifteenth edition focuses on the positive impacts technology has had on the HR eld The ability to vet potential employees on the Internet shifts more HR responsibilities to managers leaving HR departments with more time to carry out strategic long term endeavours for boosting employee performance and engagement With a heavy focus on emerging industry trends the text prepares students with everything they need to be successful managers and HR personnel in the 21st century

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Dessler,2015-06-01 For introductory courses in Human Resource Management 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 Fourth Edition has been updated with practical personnel techniques real company examples and new material on business sustainability and each chapter now touches on important recurring themes in management including employee engagement tactics small global business management employment law features and positive employee relations The full text downloaded to your computer With eBooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends Print 5 pages at a time Compatible for PCs and MACs No expiry offline access will remain whilst the Bookshelf software is installed eBooks are downloaded to your computer and accessible either offline through the VitalSource Bookshelf available as a free download available online and also via the iPad Android app When the eBook is purchased you will receive an email with your access code Simply go to <http://bookshelf.vitalsource.com> to download the FREE Bookshelf software After installation enter your access code for your eBook Time limit The VitalSource products do not have an expiry date You will continue to access your VitalSource products whilst you have your VitalSource Bookshelf installed

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