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Human Resources Management in Canada, Twelfth Canadian Edition, Loose Leaf Version-Gary Dessler 2013-01-01
Strategic Human Resource Management-Mike Millmore 2007 This key textbook will become core reading for students studying a module on Human Resource Strategy at upper level Undergraduate, MBA and Masters level. The author team have proved successful with students and academics alike with their market leading Research Methods for Business Students and, more recently, Employee Relations. As people and their capabilities are core to an organisations' competitive advantage, the planning and implementing of strategies including the human resource becomes a focus of all managers in a business. This new text successfully integrates HR strategy with the overall business strategy, examining both how the HR function contributes to, and is affected by that strategy. A true teaching and learning resource, the book combines cutting edge coverage of issues such as performance management and measurement, strategic reward systems, the learning organisation and managing knowledge for strategic advantage, with a wealth of examples, self-assessment exercises and encouragement to critique.
Fundamentals of Human Resource Management-Raymond A. Noe 2007 Fundamentals of Human Resource Management, by Noe, Hollenbeck, Gerhart and Wright is specifically written to provide a complete introduction to human resource management. While it doesn't cover the depths of human resource management theory, the book is rich with examples and engages students through application. Fundamentals differs from the hardback textbook by the same author team. Instead of a higher level of theory that's geared towards the HRM majors, this book focuses on the uses of human resources for the general business manager. Issues such as strategy are reduced to give a greater focus on how human resources management is used in the everyday work environment. It provides students with the background necessary to manage human resources effectively and to be able to distinguish good from poor human resource management practices and how they impact business. Instructors are provided with a robust ancillary package that includes a comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center to make course preparation easy.
Recruitment, Selection and Deployment of Human Resources-Hari Das 2006-05-22 Recruitment, Selection, and Deployment of Human Resources: A Canadian Perspective is a detailed, practical text that helps undergraduate students become proficient in the required capabilities set out by the Canadian Council of Human Resources Association (CCHRA). Like all of our titles in the PH Series in Human Resources Management, this text incorporates the required capabilities for staffing as outlined by the CCHRA. Also in keeping with the series, it focuses on practical application. This text is aimed primarily at undergraduate students who are studying Human Resources Management.
Human Resource Management-Gary Dessler 2017-01-01
Canadian Cases in Human Resource Management-Thomas Frederick Cawsey 2002
Human Resources Management in Canada-Gary Dessler 1998-04 Appropriate for Human Resource Management and Personnel courses. This comprehensive review of essential HRM concepts and techniques is complemented by the authors' highly readable style. The text provides extensive coverage of all essential HRM topics such as job analysis, recruitment, selection, orientation, training, compensation and benefits, performance appraisal, health and safety, and union-management relations.
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Labour Relations-Larry Suffield 2015-03-03 Labour Relations, Fourth Edition, is intended to provide a practical text for labour relations, industrial relations, and collective bargaining courses. The book is based on the premise that employers, unions, and governments are all key players in labour relations and are affected by a challenging environment.
Public Personnel Management-Jared J. Llorens 2015-07-17 Distinguished by its coherent values perspective, Public Personnel Management focuses on the conflicts, political processes, and management techniques that provide the context for personnel administration in the public sector. Organized around the four principal personnel functions that must be fulfilled in any complex organization, this book provides a comprehensive exploration of the planning, acquisition, development, and sanctions within public personnel management.
International Handbook of Organizational Crisis Management-Christine M. Pearson 2007-06-21 Best-managed crises can bring positive recognition and enhance an organization's value; worst-managed crises can snuff its viability. Numerous books have been written on the topic, but many lack rigor: prescriptions are untested and quick fixes are based on elevating the readers' fears. The International Handbook of Organizational Crisis Management reflects the latest understanding of this field from prominent scholars and practitioners around the globe. Pushing the boundaries of crisis management research and practice, this book offers new frameworks and findings that capture insights and guidance for researchers and executives. Today's crises require no less. Novel and poorly understood technologies, globalization, changing political climates, and a shifting social landscape are just a few of the forces currently changing the ways in which organizations experience crises. The International Handbook of Organizational Crisis Management is a grounded cross-section of informed perspectives, a leading edge overview of the field of crisis management that will be useful to researchers and thoughtful practitioners.
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A Framework for Human Resource Management: Pearson New International Edition-Gary Dessler 2013-10-03 For undergraduate and graduate courses in human resource management. A concise yet thorough review of essential HR management concepts. A Framework for Human Resource Management provides students and practicing managers with a concise yet thorough review of essential HR management concepts-including fundamental practices, methods, topics, and relevant legal findings-in a highly readable and accessible format.
Human Resource Development-Jon M. Werner 2011-10-01 This comprehensive text covers the entire field of human resource development, from orientation and skills training, to career and organizational development. It shows how concepts and theory have been put into practice in a variety of organizations. This sixth edition of HUMAN RESOURCE DEVELOPMENT reflects the current state of the field, blending real-world practices and up-to-date research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.
Fundamentals of Human Resource Management-Talya Bauer 2019-12-10 Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace.
Management of Human Resources-Gary Dessler 2010-02-28 Management of Human Resources focuses on student learning and self-study, and introduces the evolving role and accountabilities of HR professionals as strategic business partners at the boardroom table. Appropriate for both future HR Professionals and future line managers, it references the RPCs that are necessary for certification while balancing this with the line manager's perspective, showing the importance of HRM in daily interactions and in achieving corporate objectives Note: If you are purchasing an electronic version, MyHRLab does not come automatically packaged with it. To purchase MyHRLab, please visit MyHRLab or you can purchase a package of the physical text and MyHRLab by searching for ISBN 10: 0321687140 / ISBN 13: 9780321687142.
Fundamentals of Management, Eighth Canadian Edition-Stephen P. Robbins 2016-01-01 "Management Is for Everyone" The world of business affects our lives every day, and "management" will affect the lives of all of us who work for a living. Fundamentals of Management, Eighth Canadian Edition delivers a text, supplemental materials, and online learning package that will engage students in a positive and direct manner as they build their fundamental knowledge of business in general and management in particular. In addition to viewing the material from the student perspective, our authors strove to facilitate the instructor's use and application of the rich subject material and resources to provide a dynamic, interactive, and enjoyable classroom experience. Note: You are purchasing a standalone product; MyManagementLab does not come packaged with this content. Students, if interested in purchasing this title with MyManagementLab, ask your instructor for the correct package ISBN and Course ID. Instructors, contact your Pearson representative for more information. If you would like to purchase both the physical text and MyManagementLab, search for: 0134283597 / 9780134283593 Fundamentals of Management, Eighth Canadian Edition Plus MyManagementLab with Pearson eText -- Access Card Package, 8/e Package consists of: 0133856747 / 9780133856743 Fundamentals of Management, Eighth Canadian Edition 0134270517 / 9780134270517 MyManagementLab with Pearson eText -- Valuepack Access Card -- for Fundamentals of Management, Eighth Canadian Edition
Managing Human Resources Pearson Etext Access Card-Luis R. Gomez-Mejia 2019-04-18 Prepare future managers with an understanding of HR skills. Managing Human Resources gives students a solid business understanding of human resource (HR) management skills. It makes human resources relevant to anyone who has to deal with HR issues in the workplace, even those who do not hold the title of manager. Covering new and emerging trends, customer orientation, ethics, and global issues affecting HR, the text gives students a realistic view of the subject as it is actually practiced in business organizations. In addition to thoroughly updating all of the materials, the 9th Edition also introduces a new theme of employability -- referring to HR skills that make students more attractive in the labor market. Coverage of these hot topics, which are foremost in the minds of students, prepares them to be more employable managers, supervisors, and team leaders with valuable HR knowledge. For undergraduate or graduate level human resource management courses. 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: This ISBN is for the Pearson eText access card. For students purchasing this product from an online retailer, Pearson eText is a fully digital delivery of Pearson content and should only be purchased when required by your instructor. In addition to your purchase, you will need a course invite link, provided by your instructor, to register for and use Pearson eText.
Fundamentals of Human Resource Management with CD & Powerweb-Raymond Andrew Neo 2003-03-10 Provides a brief introduction to human resource management. This book focuses on the uses of human resources for the general population. A comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center make course preparation easy.
The Power of People-Nigel Guenole 2017-05-19 Learn from Today's Most Successful Workforce Analytics Leaders Transforming the immense potential of workforce analytics into reality isn't easy. Pioneering practitioners have learned crucial lessons that can help you succeed. The Power of People shares their journeys—and their indispensable insights. Drawing on incisive case studies and vignettes, three experts help you bring purpose and clarity to any workforce analytics project, with robust research design and analysis to get reliable insights. They reveal where to start, where to find stakeholder support, and how to earn "quick wins" to build upon. You'll learn how to sustain success through best-practice data management, technology usage, partnering, and skill building. Finally, you'll discover how to earn even more value by establishing an analytical mindset throughout HR, and building two key skills: storytelling and visualization. The Power of People will be invaluable to HR executives establishing or leading analytics functions; HR professionals planning analytics projects; and any business executive who wants more value from HR.
Canadian Human Resource Management-Hermann F. Schwind 2019
Operations Management-Jay Heizer 2019 Operations Management: Sustainability and Supply Chain Management presents a broad introduction to the field of operations in a realistic, meaningful and practical manner, while offering the largest and most diverse collection of issues on the market. KEY TOPICS: Operations and Productivity;Operations Strategy in a Global Environment;Project Management; Forecasting;Design of Goods and Services;Sustainability in the Supply Chain;Managing Quality; Statistical Process Control;Process Strategy;Capacity and Constraint Management;Location Strategies;Layout Strategies;Human Resources. Job Design, and Work Measurement;Supply-Chain Management. Supply Chain Management Analytics;Inventory Management;Aggregate Planning and Sales and Operations Planning;Material Requirements Planning (MRP) and ERP;Short-Term Scheduling;Lean Operations;Maintenance and Reliability MARKET: Appropriate for Operations Management courses.
Applying Advanced Analytics to HR Management Decisions-James C. Sessil 2014 Dramatically improve human capital management decisions by applying advanced analytics and "Big Data" technologies and processes! Pioneering HR technology expert James Sessil identifies widespread flaws in today's HR decision-making processes, and reveals how advanced analytics can help organizations make far more robust decisions about employee selection, performance management, strategy alignment, collaboration, and more. In this book he shows how to integrate Business Intelligence, ERP, Strategy Maps, Talent Management Suites, and advanced analytics -- and use them together to make far better decisions. You'll learn how to measure and improve the value of HCM decision-making in workforce/succession planning, talent acquisition, career development, corporate learning, and beyond. Sessil teaches key lessons from sources ranging from online dating services to Moneyball-style sports player selection processes. He shows how to systematically improve decision-making through more complete and sophisticated collaboration and new Collective Intelligence approaches. You'll learn how to use both internal and external data sources more effectively, and review a wide variety of advanced tools now available from vendors such as OrcaEyes, Vemo, Aruspex, Peoplefluent, Infor/Lawson, DecisionLens, Oracle, Ultimate, Cognii, IBM, SAP, and Microsoft. Sessil concludes by demonstrating how to build "data driven" cultures and organizations that truly want to bring objectivity to decision-making, and will actually use these remarkable new tools. This book will be an invaluable resource for every HR executive, manager, analyst, and IT professional seeking new opportunities for competitive advantage through human capital and technological innovation.
Performance Management-Herman Aguinis 2017-07-17 Performance management (PM) includes activities which ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as many other areas. This updated and expanded second edition of Book provides a user-friendly introduction to the subject, Taking a clear structural framework, it guides the reader through the subject's core elements. A flowing writing style combines with the use of illustrations and diagrams throughout the text to ensure the reader understands even the most complex of concepts. This succinct and enlightening overview is a required reading for all those interested in the subject . We hope you find this book useful in shaping your future career & Business.
Architecting for Scale-Lee Atchison 2016-07-11 Every day, companies struggle to scale critical applications. As traffic volume and data demands increase, these applications become more complicated and brittle, exposing risks and compromising availability. This practical guide shows IT, devops, and system reliability managers how to prevent an application from becoming slow, inconsistent, or downright unavailable as it grows. Scaling isn't just about handling more users; it's also about managing risk and ensuring availability. Author Lee Atchison provides basic techniques for building applications that can handle huge quantities of traffic, data, and demand without affecting the quality your customers expect. In five parts, this book explores: Availability: learn techniques for building highly available applications, and for tracking and improving availability going forward Risk management: identify, mitigate, and manage risks in your application, test your recovery/disaster plans, and build out systems that contain fewer risks Services and microservices: understand the value of services for building complicated applications that need to operate at higher scale Scaling applications: assign services to specific teams, label the criticalness of each service, and devise failure scenarios and recovery plans Cloud services: understand the structure of cloud-based services, resource allocation, and service distribution
Strategic Compensation-Joseph J. Martocchio 2014-01-05 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. MyManagementLab for Strategic Compensation 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. Here's how: Improve Results with MyManagementLab: MyManagementLab delivers proven results in helping students succeed and provides engaging experiences that personalize learning. A flexible format: Cover topics based on your semester schedule. Real-world topics that are relevant to all business majors: Numerous cases and interesting, engaging material will apply and appeal to all business students regardless of their major. 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: 0133802027/ISBN-13: 9780133802023. That package includes ISBN-10: 0133457109/ISBN-13: 9780133457100 and ISBN-10: 0133486680/ISBN-13: 9780133486681. MyManagementLab is not a self-paced technology and should only be purchased when required by an instructor.
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Nursing Leadership and Management,-Alice Gaudine 2014-01-22
Human Resource Management at Work-Mick Marchington 2005 This new 3rd edition of the best-selling text People Management & Development: Human Resource Management at Work is the complete text for anyone studying Human Resource Management. Combining the latest academic research with practical approaches to managing HR in the workplace, the text is thoroughly revised with increased signposting to enhance accessibility, a revised structure designed to be more flexible for use on CIPD and non-CIPD courses, as well as the addition of more international cases. Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level. A 'route map' at the front of the book will indicate how the text can be used on both CIPD and non-CIPD courses to assist lecture preparation. TARGETED AT - Students studying CIPD Professional Qualifications and undergraduate and post graduate students taking HRM modules on business and HRM courses
Managing Organizations for Sport and Physical Activity-Packianathan Chelladurai 2014-04-15 Managing Organizations for Sport and Physical Activity, fourth edition, presents a clear and concise treatment of managing organizations in sport and physical activity. The four functions of management—planning, organizing, leading, and evaluating—provide a general framework that represents the simplest and best approach for introducing readers to the intricacies of management. For each management function, Chelladurai presents relevant theories and their practical applications, citing those theoretical models that are most appropriate to the unique aspects of the sports industry. He uses the open systems perspective, placing organizations in the context of their environment and emphasizing the manager's role in adapting and reacting to changes in that environment. To apply theory to sport management practices, Chelladurai provides numerous examples from the fields of physical activity and sport, including professional sports, intercollegiate athletics, health and sports clubs, and recreation/fitness programs. New to the Fourth Edition A chapter on service quality, which describes the notion of quality in sport management services—from the local fitness center to the pro sport arena. It also discusses the measurement of service quality and the gaps in translating customer expectations into the desired service. A new feature providing "An Expert's View," which offers additional perspectives on relevant topics contributed by scholars who research and publish in a specific area. New sidebars on current topics relevant to the field of sport management; some examples include US Track and Field's SMART goal setting as well as genes and technology of leadership. Pedagogical Aids Developing Your Perspective. Thought-provoking questions ask learners to apply theoretical information to contexts relevant to them from their current experiences or in their future careers. Managing Your Learning. Key points from each chapter enhance comprehension. Strategic Concepts. Key terms lists provide for a shared vocabulary in discussing the major concepts of management. In Brief. Short summaries of the important points in a section help crystallize concepts. To Recap. Brief boxes revisit key concepts discussed earlier in the book. Extensive references to journals, scholarly texts, and relevant websites.
Human Resource Management-Raymond A. Noe 2006 As competitors strive to win the war for talent, effective human resource management is necessary to gain true competitive advantage in the marketplace. Three challenges companies face are sustainability, technology, and globalization. Human Resource Management 5th Edition brings these challenges to life by highlighting real-world examples pertaining to these issues and relating it to the concepts within the chapter. This best-selling McGraw-Hill/Irwin Human Resource Management title provides students with the technical background needed to be a knowledgeable consumer of human resource (HR) products and services, to manage HR effectively, or to be a successful HR professional. While clearly strategic in nature, the text also emphasizes how managers can more effectively acquire, develop, compensate, and manage the internal and external environment that relates to the management of human resources.
New Corporate Finance Online -- Access Card-Stanley Eakins 2013-01-18 ALERT: Before you purchase, check with your instructor or review your course syllabus to ensure that you select the correct ISBN. Several versions of Pearson's MyLab & Mastering products exist for each title, including customized versions for individual schools, and registrations are not transferable. In addition, you may need a CourseID, provided by your instructor, to register for and use Pearson's MyLab & Mastering products. Packages Access codes for Pearson's MyLab & Mastering products may not be included when purchasing or renting from companies other than Pearson; check with the seller before completing your purchase. Used or rental books If you rent or purchase a used book with an access code, the access code may have been redeemed previously and you may have to purchase a new access code. Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code. Check with the seller prior to purchase. -- Readers looking for a dynamic way to learn about Corporate Finance. A fully digital choice for learning about Corporate Finance, Corporate Finance Online (CFO) offers core content while enabling readers to interact with the material like never before. CFO provides a new kind of learning experience: interactive, supportive, engaging. Its wealth of fully integrated videos, animations, and solution tools brings finance to life, fostering deep interest in the subject.
Employee Benefits-JOSEPH J. MARTOCCHIO 2017-09-18

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