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Human Resource Management by Gary Dessler

Gary Dessler has degrees from New York University, Rensselaer Polytechnic Institute, and the Baruch School of Business of the City University of New York. Dr. Dessler's best-selling *Human Resource Management* is also available in more than 10 languages including Russian and Chinese.

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Human Resource Management: 9780132668217: Human Resources ...

Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006). Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make

CHAPTER What Is Human Resource Management? 1

PowerPoint Presentation (Download only) for *Human Resource Management*, 15th Edition Gary Dessler, Florida International University ©2017 | Pearson

PowerPoint Presentation (Download only) for Human Resource ...

According to French Wendell – "Human Resource Management is the recruitment, selection, development, utilisation of and accommodation to human resources by organisations.". The human resources of an organisation consist of all employees working at different levels in the organisation.

Definition of Human Resource Management

7. Reward systems management 115 8. Human resource development 127 9. Employee relations 143 10. Talent and competency based human resource management 163 11. International human resource management 179 12. Recruitment and performance appraisal in the public sector 189 13. Recruitment and retention of human resource for health 201 14.

Fundamentals of human resource management

Chapter 11 1. John M. Moore, "The Role Relocation Plays in Management Development," *Personnel Administration* (December 1982): 31–34. 2.Terry L. Leap and Michael D. Crino, *Personnel and Human Resource Management* (New York: Maxwell Macmillan International Editions, 1990), p. 309. 3.Gary Dessler, *Human Resource Management* (Delhi: Pearson Education, 2005), pp. 285–286.

Chapter 11 - Human Resource Management [Book]

Human resource management is the organizational function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training.

For courses in Management, Modern Human Resources, Technology, Social Media, and Management *Human Resource Management* provides readers with the daily tools and skills they need to function as successful managers—in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing. The Fifteenth Edition focuses on the positive impacts technology has had on the HR field. 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 endeavors for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares readers with everything they need to be successful managers and HR personnel in the 21st century. Also Available with MyManagementLab® This title is available with MyManagementLab—an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts. 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: 0134304233 / 9780134304236 *Human Resource Management Plus MyManagementLab with Pearson eText -- Access Card Package* Package consists of: 0134235452 / 9780134235455 *Human Resource Management* 0134237811 / 9780134237817 *Access Card Title MyManagementLab with Pearson eText -- Access Card -- for Human Resource Management*

Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

An accessible introduction written by a stellar contributor line up of world-renowned lecturers and practitioners in the field (including Linda Holbeche, Stephen Taylor and Jim Stewart).

A Framework for Human Resource Management provides readers 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.

This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-based coverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes aglobal chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directedwork teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and howorganizational commitment affects production, quality, and service.

For introductory courses in human resource management. Foundations in management beyond the HR department *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 5th Edition has been updated with practical personnel techniques, real company examples, and new material on business sustainability. Each chapter touches on important recurring themes in management, including employee engagement tactics, small/global business management, employment law features, and positive employee relations, to help students become stronger and more effective managers. Also available with MyLab Management By combining trusted authors' content with digital tools and a flexible platform, MyLab personalizes the learning experience and improves results for each student. Note: You are purchasing a standalone product; MyLab Management does not come packaged with this content. Students, if interested in purchasing this title with MyLab, ask your instructor to confirm 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 MyLab Management, search for: 013489040X / 9780134890401 *Fundamentals of Human Resource Management Plus MyLab Management with Pearson eText -- Access Card Package*, 5/e Package consists of: 0134740211 / 9780134740218 *Fundamentals of Human Resource Management* 0134743431 / 9780134743431 *MyLab Management with Pearson eText -- Access Card -- for Fundamentals of Human Resource Management*

Servant Leader *Human Resource Management* provides a comprehensive conceptual framework based on a dignity enhancing stewardship model that integrates and balances mission achievement with motive, means and ends integrity from both a line manager and human resource department perspective.

For courses in Management, *Human Resource Management* provides students with the daily tools and skills they need to function as successful managers—in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing. The 15th Edition focuses on the positive impacts technology has had on the HR field. 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 endeavors 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. 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 eBooks are downloaded to your computer and accessible either offline through the Bookshelf (available as a free download), available online and also via the iPad and Android apps. Upon purchase, you will receive via email the code and instructions on how to access this product. Time limit The eBooks products do not have an expiry date. You will continue to access your digital ebook products whilst you have your Bookshelf installed.

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