

Introduction To The Hrm

Since its original publication in 2000, this text has been intended for students studying HRM for the first time. Its major features are its comprehensive and wide-ranging nature which deals with all major aspects of HRM in a down to earth and practical way, alongside the necessary theoretical underpinning. The key strength is its accessibility to students new to the subject area where it combines a clear explanation with numerous relevant and interesting cases and comments. The range and nature of HRM is fully illustrated by a combination of real life and fictional case studies which heighten awareness of key issues involved in HRM today. This new edition will continue to be appropriate for undergraduate courses, especially first and second year students studying an HRM degree but also for post-graduate courses where many students are new to the field of HRM. It continues to be divided into 12 chapters to provide one topic a week on a modular course, but it may be extended into two semesters. It has been revised to place a greater emphasis on the role of human resources in improving organisational and employee performance. These revisions include the greater use of technology in resourcing and development areas, the change of emphasis from 'recruitment/selection' to 'talent management' and the use of social networking developments as an aid to HR management. Recent legal developments will also be covered including those relating to age discrimination and the regulation of agency workers. It will be supported by a supplement for tutors and additional web-based cases and other materials for tutors and students.

Now in its eighth edition, *Human Resource Management in the Hospitality Industry: an introductory guide*, is fully updated with new legal information, data, statistics and examples, and includes brand new material on multi unit operations and management.

Taking a 'process' approach, it guides the reader through every stage from HR planning through recruitment to termination/separation, covering the following issues: • Selection, appointment and induction • Training and management development • Labour turnover • Employee relations and employment law • Managing people and customer care • Business Ethics Written in a user friendly style, each chapter includes international examples, bulleted lists, guides to further reading and exercises to test knowledge.

This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context. Acknowledging and reflecting upon key trends in HRM, the labour market and the broader economy, the author offers critical discussion of the theoretical and practical issues surrounding HRM. Includes accessible learning features to help you best explore the material, including: - 'research', 'ethics' and 'international' insight boxes; - chapter summaries and objectives; - self-test questions; - recommended reading; - end of chapter case studies. An accompanying companion website (www.sagepub.co.uk/wilton) provides you with full-text journal articles, extended case studies, weblinks and a glossary. The website also provides an instructor's manual, PowerPoint slides and a multiple-choice test bank for lecturers. This book is essential reading for undergraduate, postgraduate and MBA students, as well as those studying for their CIPD qualifications. Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England. "Well-researched, well-written, and is clearly signposted and structured for the reader. The learning objectives at the outset of every chapter act as a clear guide for each topic explored. Additional references and further reading are also offered to the student seeking deeper knowledge. Case studies, throughout the book, bring the HRM theories to life and demonstrably link these with practice. Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources" - Denise Bagley, Principal Lecturer in Human Resource Management, London South Bank University

This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study.

Introduction to Human Resource Management is a comprehensive and accessible guide to the subject of HRM. Drawing on the authors' experiences in both the public and private sectors and underpinned by academic theory, this textbook follows the logical sequence of the employment cycle and shows how human resource management plays out in practice. It covers organizational culture, the role of the HR professional, HR planning, recruitment and selection, talent management, L&D, motivation and performance, health and safety, diversity and equality, employment law, change management and handling and managing information. With a range of pedagogical features, including contemporary case studies and review questions, *Introduction to Human Resource Management* maps to the CIPD Level 3 Foundation Certificate in HR Practice and is also ideal for foundation and undergraduate students encountering HRM for the first time. This fully updated 4th edition has been revised and expanded to include coverage of zero-hours contracts and the gig economy, social media and e-recruitment and the UK apprenticeship levy. Online supporting resources include an instructor's manual, lecture slides and students' resources including multiple choice questions, additional case studies and reflective questions for self-study.

Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. *Human Resource Management: A Critical Approach* opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field. The book's expert contributors provide short and succinct reviews of 12 key topics in strategic HRM, including HR strategy and structure, talent management, selection, assessment and retention, employee engagement, workplace well-being, leadership, HR analytics, productivity, innovation, and globalisation. Each chapter identifies the strengths and gaps in our knowledge, maps out the important intellectual boundaries for their field, and outlines current and future research agendas and how these should inform practice. In examining these strategic topics the authors point to the key interfaces between the field of HRM and cognate disciplines, and enables researchers and practitioners to understand the models and theories that help tie this agenda together. 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).

This book is not available as a print inspection copy. To download an e-version click [here](#) or for more information contact your local sales representative. A comprehensive introduction to HRM for students who are new to the field, but who will be seeking

employment in a global market, working with diverse colleagues and across international borders. Broken down into three parts covering Strategic Issues in HRM, HRM in Practice and HRM in Context, and weaving international and cross-cultural perspectives throughout, the text explores the ever-changing world of human resource management. The various theories, practices and debates that populate this field are examined, and the challenges and controversies that arise when theory meets practice are explored. The international dimension in all its aspects including cross-cultural working, diversity, equality and international business have been considered throughout. Practical learning features have been included to help students develop skills they can apply to their course and in graduate employment. In the new edition, the authors have further explored the international context for HRM, not just for multinational corporations but also for small businesses and not-for-profit organizations, with added analysis on the importance of recognizing that effective functioning of organizations is not simply measured by financial performance, but also by taking into account the broader social, economic and political contexts. International case studies covering emerging economies and specific ethical issues are included with each chapter containing two case studies - one short case mid-chapter and a longer end-of-chapter case, each of which has a set of accompanying questions for students to explore individually or in groups to broaden their learning. The book is supported by a SAGE Edge site, featuring a range of tools and resources for lecturers and students, including SAGE journal articles, PowerPoint slides, web and video links, interactive multiple choice questions, chapter specific podcasts and an instructor's manual. Suitable for undergraduates and post-graduate students looking for a strategic and international perspective of HRM.

This volume engages with the essential themes and emergent ideas in strategic human resource management. There is increasing self-confidence about the potential benefit of intangible assets, notably human resources, contributing to the success of organizations. This revised text examines such claims in considerable depth and draws conclusions about the role of strategic HRM at the dawn of the new millennium. A distinctive strength of this volume is that it is a Set Book for one of the largest MBA programmes in Europe. It is a benchmark text for all advanced undergraduate and postgraduate level students of HRM, personnel management and change management.

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.

This text provides students with an introduction to international human resource management. The authors assume no background knowledge of HRM and blend academic theories with numerous practical examples. Case studies from a wide range of geographical regions and cultures are employed, East as well as West.

European Perspectives on Human Resource Management is designed to provide students with an understanding of HRM in Europe. Written by experts from Britain, Denmark, Germany, France, The Netherlands, Spain and Sweden, the book explores whether there is a single, shared conception of HRM which transcends national boundaries. It shows how such factors as cultural values, the industrial relations system, the legal system and systems of education influence the ways in which the employment relationship is structured and conceived.

Human resource management (HRM) is the predominant apparatus for people management across the world. Since its inception, HRM has nevertheless been subjected to critical scrutiny. This work has produced a corpus of literature now referred to as 'Critical HRM'. This book on Critical HRM traces the development of the critical scholarly tradition in people management. It analyzes, organizes and synthesizes the various perspectives, ideas and arguments that constitute this critical tradition. The book identifies the current status and future trends of Critical HRM, and explores its ethico-political role in contemporary organizations, especially in the context of widespread public concern about making business more ethical. Incorporating under-researched and emerging issues of people management, such as the Global South and Critical HRM, with more established themes of Critical HRM, this book introduces Critical HRM's critique of mainstream HRM and its underpinning assumptions. It illustrates how interventions have the potential to transform organizational policies and practices of managing people at work. The book will be of interest to professionals, researchers, and academics focusing on critical issues in people management across the Global South and North.

A brand new concise introductory text in human resource development that has a skills-building, practical focus yet is underpinned by the latest academic research. Highly engaging and accessible it brings the subject to life through innovative learning tools including videos and active case studies.

Introduction to Business covers the scope and sequence of most introductory business courses. The book provides detailed explanations in the context of core themes such as customer satisfaction, ethics, entrepreneurship, global business, and managing change. Introduction to Business includes hundreds of current business examples from a range of industries and geographic locations, which feature a variety of individuals. The outcome is a balanced approach to the theory and application of business concepts, with attention to the knowledge and skills necessary for student success in this course and beyond.

This text is aimed at students studying a first course in human resource management. Its structure, style and language have all been developed to make an accessible text for HRM courses at undergraduate, HND and IPD diploma level, especially those where students have no prior knowledge. It offers a wealth of pedagogical features to help students get to grips with the basic theory of HRM, including learning outcomes for each chapter, a framework case study, case vignettes, longer cases at the end of each part, chapter summaries, self test questions, activities, points to ponder, class discussion questions, project questions, in text definitions and in text cross referencing. The book accompanied by a resource website for lecturers providing extra teaching materials and solutions password protected for lecturers and also conversion notes from the current most popular texts. In addition a student website will offer free access to a bulletin board for students to exchange tips and ask for help.

An Introduction to Human Resource Management is ideal for those studying HRM for the first time. This straightforward and accessible text takes the reader through both practical and theoretical aspects of the subject and is designed to be used concurrently with semester based teaching. The range and nature of HR work is illustrated by a combination of real life case studies and examples of current research that are presented throughout the text to heighten awareness of key issues involved in HR today. 'A comprehensive and wide-ranging text which examines all major aspects of Human Resource Management in a down to earth and practical way whilst providing the necessary theoretical underpinning.' Richard Underwood, Senior Lecturer, Business School, Wolverhampton University. 'I found it a strong text and enjoyed reading it it is clear, well written and includes the central issues required by such a text.' Dr Louise Preget, Senior Lecturer, Bournemouth

University Business School Key words (needed for web search engines and the like) Human Resource Management, HRM, Personnel, Recruitment, Selection, employees, Performance management *Clear, concise and comprehensive * Up- to date with all relevant new legislation. * New case studies * Teachers Resource Material

The concept of strategic human resource management has developed widely in the last couple of years, especially because of the impact of human resources on the competitiveness of organizations. The development of human resource strategies involves taking into account their multiple mutual dependencies and the fact that they must be vertically integrated with the business strategy. These strategies define the intentions and plans related to the overall organizational considerations, such as organizational competitiveness, effectiveness or image, and to more specific aspects of human resources management, such as resourcing, motivating, valuating, learning and development, reward and employee relations. Strategic management of human resources provides a large perspective on the way critical issues or success factors related to people can be addressed and how different concepts of strategic decisions are made, with long-term impacts on the behavior and success of the organization. The fundamental objective of human resource strategic management is to generate strategic capabilities by ensuring that the organization has the high-qualified, committed and well-motivated employees it needs to achieve and sustain the competitive advantage. The emergence of strategic human resource management (SHRM) is influenced by global competition and the corresponding search for sources of a sustainable competitive advantage. SHRM has achieved its prominence because it provides a means by which business firms can enhance the competitiveness and promote managerial efficiency. It facilitates the development of human capital that meets the requirements of a competitive business strategy, so that organizational goals and the mission of the organization will be achieved. The HRM system is defined as "a set of distinct but interrelated activities, functions and processes that are directed at attracting, developing, and maintaining (or disposing of) a firm's human resources." Many agree that HRM is the most effective tool which contributes to the creation of human capital, and in turn, contributes to organizational performance and the competitive advantage. This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM, employment relations, and organizational behavior. As a management discipline, HRM draws insights, models and theories from cognate disciplines and applies them to real-world settings. Further, this book discusses how current theoretical perspectives and frameworks (e.g., those related to strategic competitiveness, knowledge management, learning organization, communities of practice, etc.) can be applied by reflective practitioners to create an eco-friendly organizational culture.

Co-written by an HR lecturer and an HR practitioner, this introductory textbook provides academic and practical insights which convey the reality of human resource management. The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory, and brings the subject to life.

This book provides a concise, engaging, and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas. Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners.

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. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis. Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage, as well as SHRM and TEDTalk videos. Watch a sample on Measuring Training's Effectiveness. Interactive eBook Includes access to SAGE Premium Video, SAGE Business Case Collection, multimedia tools, and much more! Save when you bundle the interactive eBook with the Loose-leaf version. Order using bundle ISBN: 978-1-0718-1340-9. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit. Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of information security, privacy, cloud computing, social media, and HR analytics. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market.

An Introduction to Human Resource ManagementRoutledge

The contemporary workplace is ever changing. In many countries the effects of economic globalization has seen the rise in zero-hour contracts, the erosion of trade union power and income inequality. In addition, high-performance work systems, business ethics and environmental sustainability are now creating tremendous challenges in many organizations. These developments play out amongst differing national and international contexts. This fluid and diverse environment makes it even more important to understand the myriad of different theories underpinning human resource management and to explore its impact on organizations, managers and workers. This engaging textbook provides an essential introduction to both the 'how' and 'why' of human resource management; it looks at the way organizations manage human capability, but also exposes the tensions inherent in the employment relationship, encouraging the reader to reflect critically on the realities of contemporary HRM. Building on the success of the previous five editions, this new edition includes: Two new chapters on Ethics in HRM and Green HRM New 'HRM as I see it' video interviews with real life HR managers sharing their experiences on managing people in organizations, accessible through a new interactive ebook New 'HRM and Globalization' features discussing the particular challenges faced by international organizations New 'HRM in Practice' features exploring practical implementation of HR theories Coverage of contemporary themes such as line managers' roles in HRM, bullying, diversity and inequality Over 100 new references, bringing the discussion right up to date An extensive online resource centre with further teaching and learning materials, accessible at www.palgravehighered.com/bg-hrm-6e.

Gain a thorough understanding of the key concepts of HRM with this introductory textbook, which gives a comprehensive background for those without practical industry experience.

From planning human resources through recruitment and selection, training and development, appraisal and reward management to welfare and redundancy, this introductory text follows the natural cycle of HRM activity in a way that is

intuitive and accessible to the student. The international and European content gives a broader context for the student than any other text in the field, and makes it essential reading for those taking BA business studies, and other management degree programmes and profession Diploma and Certificate courses in personnel and human resource management.

"I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from reading this volume." Neal M. Ashkanasy, Professor of Management, The University of Queensland Anne-Wil Harzing and Ashly Pinnington's bestselling textbook has guided thousands of students through their International Human Resource Management studies. The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating journey through the core curriculum, contemporary debates and emerging issues in IHRM. New for the fourth edition: Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity, Corporate Social Responsibility and Sustainability and Cross-Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links, SAGE journal articles and more.

Sweden has one of the lowest national debts in Europe, a well-educated workforce, and the country consistently ranks in top positions of the best places to live and work in the world. Human Resource Management: A Nordic Perspective offers a unique and valuable insight into the working practices of HRM in Sweden, which has been explicated for an international audience. The book offers readers outside of the country alternative methods for improving efficiency and well-being in their own workplace. A team of experienced contributors based in Sweden discuss and analyse the Nordic tradition of inclusive and participative management and present different perspectives on creating a work-life suitable for every person involved. The first part of the book includes chapters on general issues in HR work such as development and learning, selection, teamwork, career paths, and cooperation within organisations. The second part addresses diversity, inclusion, and how discriminatory practices can be avoided. This book will be a valuable resource for students of: HRM, business, management, education, psychology, sociology, as well as human resource management professionals who are seeking new ways to balance economic and human values.

Applied Human Resource Management: Strategic Issues and Experiential Exercises gives business students in-depth, hands-on experiential learning applications to help them develop the skills they will need as human resource professionals who deal with people in diverse settings and situations. Providing maximum teaching flexibility, each chapter presents ten different issues that organizations must resolve to manage their human resources effectively. These chapters also offer four distinct types of interactive learning experiences: Strategic Issues in HRM Exercises, Applications, Experiential Exercises, and Creative Exercises. Key Features Offers four Strategic Issues in HRM exercises in each chapter that can be used for class discussions, assigned as homework problems, used as topics for group presentations, or incorporated into tests as essay questions Includes two Applications per chapter, brief projects that require students to apply a human resource management concept to a realistic situation, which are ideal for use as homework assignments, instructor illustrations/demonstrations, or in-class projects Provides two Experiential Exercises in each chapter to provide students with hands-on learning experiences within a realistic context Includes two open-ended Creative Exercises per chapter that ask students or teams to develop unique solutions to realistic problems using what they have learned Provides a list of each chapter's exercises grouped according to The Human Resource Certification Institute's Body of Knowledge in Human Resources Management categories to help instructors plan the exercises they want to use according to the HRM Body of Knowledge Intended Audience This book is an ideal core or supplemental text for graduate-level courses in Human Resource Management, Advanced Human Resource Management, and Personnel Management in departments of business, management, public administration, education, and psychology.

Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

Get 12 months FREE access to an interactive eBook when purchasing the paperback* Reflecting the global nature of the workplace with its use of real world examples and case studies, Nick Wilton's book is not another 'How to?' of HRM in practice, but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers. Providing an introduction to the management of people in work organizations, it seeks to outline the purpose and operation of HRM activities in the 'real world', whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study. It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well-being in the workplace, but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists, but an area of interest or concern for all organizational actors. The new edition comes packed with features that encourage readers to engage and relate theory to practice including: - Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners - HR in practice boxes illustrating how HRM theory works in real world practice - Ethical insights

presenting ethical considerations for budding practitioners - Global insights highlighting practices around the world - Research insights inviting students to explore further academic research - Case Studies and Examples offering a more in-depth look at HRM across a variety of organizations - A free interactive eBook* featuring author videos, web-links interactive multiple choice questions, free SAGE journal articles, extended case studies and other relevant links, allowing access on the go and encouraging learning and retention whatever the reading or learning style. Aimed at students across the academic spectrum, whether studying on a specialist HRM or CIPD program of study, a generalist business and management programme or studying HRM as part of a programme in an unrelated discipline (such as engineering or humanities). *Interactivity only available through VitalSource eBook included as part of paperback product (ISBN 9781473954199). Access not guaranteed on second-hand copies (as access code may have previously been redeemed).

Using their extensive experience teaching and working in HRM, Banfield, Kay, and Royles succinctly convey the reality of contemporary HRM through expert academic and practical insights. Their balanced approach ensures students are able to fully grasp both the theory and practice of HRM, paving the way for success in their academic studies and future careers. With a style that has been highly praised for engaging the reader, this book is the ideal introduction to HRM for students at both undergraduate and postgraduate level. Key terms, research insights, and review questions help students understand the key theoretical concepts and think critically about the issues discussed. Mini-case studies (HRM insights), longer end-of-chapter case studies, and practitioner insights from real HR professionals at a variety of organizations present different scenarios and challenges experienced in the world of business. This range of learning features ensures students are exposed to both the theoretical foundations and the real-life practices of HRM. The book takes a truly holistic approach to the subject, avoiding the presentation of HRM as a separate management function, and instead seeing HR operations and considerations as an integral part of any business. The authors begin by introducing the reader to the challenges and opportunities that managing people at work can bring and the evolution of the HR function, before addressing key operational areas such as talent management, ethics, leadership, recruitment, and misconduct. They then go on to explore how these challenges are managed, with an emphasis on the practicality of enforcement but also a critical evaluation of the method. This analytical viewpoint is adopted throughout the book, encouraging students to engage with the issues inherent in HRM. This book is accompanied by the following online resources: For students: * Insights and Outcomes* Extension Material* Glossary* Web Links* Multiple-choice Questions For lecturers: * Test Bank* Suggested Answers to Case Study Questions* Suggested Answers to Review Questions* Additional Case Material* PowerPoint Slides* Seminar Exercises

Introduction to Human Resource Management (HRM) is a textbook designed primarily for undergraduates new to the subject. Written in a concise and accessible style, it is ideal for introductory courses and modular programmes. The student is supplied with a range of source materials, discussion questions, and references for assignment work and guided study. The contents draw upon two fundamental traditions inherent within human resource management: one which takes an individual, psychological focus and another which starts from an industrial relations perspective.

Pinnington and Edwards' account covers all the main elements of HRM and focuses on contemporary developments, setting them within the internal organizational and wider environmental contexts. The book fosters a good understanding of the management of human resources and encourages critical thinking on theory and practice.

Leading authors explain strategic and risk management approach to human resource management. Numerous examples in every chapter illustrate key points.

Introducing Human Resource Management is a lively and engaging introduction to the key topics and issues surrounding people management. Clearly linking HR theory to the work environment, this book explores core areas such as HR strategy and planning, employee engagement, diversity and equality, and talent management and development. The text combines solid academic underpinning with practical examples to allow you to consolidate your learning and apply it in practice.

This text is aimed at students studying a first course in human resource management. Its structure, style and language have all been developed to make an accessible text for HRM courses at undergraduate, HND and IPD diploma level, especially those where students have no prior knowledge. It offers a wealth of pedagogical features to help students get to grips with the basic theory of HRM, including learning outcomes for each chapter, a framework case study, case vignettes, longer cases at the end of each part, chapter summaries, self test questions, activities, points to ponder, class discussion questions, project questions, in text definitions and in text cross referencing. The book is accompanied by a resource website for lecturers providing extra teaching materials and solutions password protected for lecturers and also conversion notes from the current most popular texts. In addition a student website will offer free access to a bulletin board for students to exchange tips and ask for help.

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