

Mastering Human Resource Management Palgrave Master Series Business

This core textbook, edited by five leading scholars of the subject, provides a comprehensive overview of the key topics, debates and themes in this increasingly important field. Balancing research-led theory with industry best-practice to provide students with a definitive overview of HRD, the book draws on the international experience of its authors to tackle topics as diverse as leadership and managing development, change and diversity, workplace learning, and graduate employability. The book's approachable yet thorough writing style and lively presentation helps students to understand the topic from a critical perspective while also demonstrating how HRD plays out in reality. This is an essential textbook for undergraduate, postgraduate and MBA students of Human Resource Development on HRD or Business and Management degree programmes. New to this Edition: - New contributors and revised content, including additional coverage of careers, career management and employability - More international coverage, especially of the EU - Inclusion of topical subjects including employee engagement, skills shortage and business partnering - Improved student-friendly pedagogy and updated figures and diagrams to appeal to different learning styles - Thoroughly updated references and web links

Despite the impact senior managers can have on organisations, surprisingly little is known about what makes them effective. This distinctive book is structured around the findings of the authors' eight year research programme into senior executive effectiveness. In all eleven Capabilities have been identified which cover how executives cope personally with their role, how they lead and influence others and build competitive organisations. Each Capability is used as a starting point to review the latest management thinking and practice as it applies to senior executives.

This book provides an authoritative resource on the topic of intelligent robots, artificial intelligence and the ethical implications of these revolutionary innovations. It examines the moral and ethical problems that arise in relation to the development, design and use of intelligent robots, which are capable of autonomous or semi-autonomous decision-making. These problems might relate, for example, to medical robots, driverless cars, intelligent military drones, pedagogical robots, police robots, legal robots and many others. The main question addressed in this book is how we can understand, explain and apply the concept of ethics in relation to intelligent robots and artificial intelligence. In each chapter, the author examines a different aspect of this question. The author also questions how we can ensure that intelligent robots are of service to humans and under what conditions intelligent robots could become more ethical than humans. The book employs an original approach to examining this cutting-edge research question, combining different research areas, and offers a wealth of practical relevance and real-world examples, illustrated through vivid case studies. With its jargon free approach and a dedicated chapter on relevant concepts at the end, this book is also accessible to readers without prior knowledge on intelligent robots and the Fourth Industrial Revolution. By providing a general account of this debate, and of the consequences of the innovations resulting from these trends, the book serves as an important contribution to the discussion and will find a natural readership among scholars and students of the innovation economy and those concerned with the ethical considerations arising in the wake of the Fourth Industrial Revolution

In a global economy full of multinational firms, international human resource management (including expatriation, career management, and talent management) is a growing topic in the business and management literature and in universities. A thorough understanding of the adjustment of expatriates to their new environment is critical not only for selection and preparation of potential expatriates, but also for the management of expatriate performance. Managed well, expatriates can be key contributors to organizational success while abroad and even after repatriation. Poor understanding and management of expatriate issues, on the other hand, may lead to underperformance and increased turnover of expatriates and repatriates. *Managing Performance Abroad* summarizes and extends what is known about the topic of expatriate management and adjustment, covering all the major authors and presenting a new approach to the adjustment process. At present, expatriate adjustment is only covered as a chapter in books on international HRM and HRD. Much of this literature relies on outdated concepts and evidence. Furthermore, most business research and management publications use an expatriate adjustment model that was originally published about two decades ago. This book is the first dedicated solely to the subject of expatriate adjustment, enabling readers to formulate research questions and hypotheses and to develop expatriation policies and support systems that optimize the performance of expatriates. It presents a re-formulation of the model underlying management research about expatriate adjustment, providing guidance for researchers and practitioners alike.

The field of Strategic Human Resource Management (SHRM) has burgeoned over the past thirty years. Over this time there has been a shift towards a strategic conception which posited workers as 'assets' rather than 'costs'. These 'human resources' were reconceptualised as a key source of competitive advantage. As such, these assets were to be treated seriously: selected with care, trained and developed, and above all, induced to offer commitment. The concept of 'human capital' came to the fore, and in the decades following these developments, research output has been voluminous. *Strategic Human Resource Management: A Research Overview*, authored by global research leaders, provides an expert summary of this crucial element of organizational performance. This new shortform book develops the argument that one of the crucial elements of organizational performance is the way work is organized in skill and talent packages both within an organization's boundary and across global competency clusters. Secondly, it focuses on current and emergent challenges. The 'package' of HR approaches has changed over time and patterns can be observed. This new volume pays special regard to the HR implications arising from radically altering contexts – economic, social, and technological. This concise volume covers crucial themes of lasting interest, and as such is essential reading for business scholars and professionals.

Lecturers, request your electronic inspection copy here *Achieve all your goals for university – whatever they are! How to Succeed at University* provides straightforward, practical advice for anyone experiencing university life. Introducing the personal, academic and life skills you need to succeed - both at university and in today's competitive job market – you'll find help with managing your time and budget, and guidance on a range of study skills including skills for research and examination success. You'll also learn how to identify and develop key transferable skills that will stay with you throughout your professional life. Discover how to: Improve your employability prospects and give yourself the advantage in the job market Benefit from other students' experience, with top tips and insider advice on succeeding in your studies Explore the uses of digital technologies in learning and assessment Use what you learn right away, with handy downloadable checklists and worksheets. Pragmatic, up-front and sympathetic, this is an essential companion for all undergraduate students, as well as anyone preparing for study at university. *SAGE Study Skills* are essential study guides for students of all levels. From how to write great essays and succeeding at university, to writing your

undergraduate dissertation and doing postgraduate research, SAGE Study Skills help you get the best from your time at university. Visit the SAGE Study Skills hub for tips, resources and videos on study success!

Contemporary sport is both a sophisticated and complex international business and a mass participatory practice run largely by volunteers and community organisations. Now in a fully revised and expanded second edition, this authoritative and comprehensive introduction to the theory and practice of sports management helps to explain the modern commercial environment that shapes sport at all levels and gives clear and sensible guidance on best practice in sports management, from elite sport to the local level. The first section examines the global context for contemporary sports management. The second explores the key functional areas of management, from organisation and strategy to finance and marketing, and explains how successful managerial techniques can be applied in a sporting context. The final section surveys a wide range of important issues in contemporary sports management, from corporate social responsibility to the use of information and communication technologies. Together, these sections provide a complete package of theory, applied practical skills and a state-of-the-art review of modern sport business. Complemented by a companion website full of additional resources, this book is essential reading for all students of sport management and sport business.

The author of this volume has more than 15 years of practical experience in product development, sales, and marketing in the ICT field, especially in the field of collaboration ICT tools, and has accumulated field studies and results. It is significant that since this book relates to the image collaboration tools that are very likely take on the key role of knowledge creation in ICT management in the coming broadband and ubiquitous era, it will not only offer new practical implications to practitioners with regard to "ICT strategy" and "ICT management," but also open up new theoretical implications regarding strategic management and these research domains to expansion and development.

Unlock the hidden skills within your organization to keep your employees happy and engaged, improve your organization's agility, and lower your costs. What if the talent you're seeking to hire is already on your company's payroll but going untapped? Employees often have capabilities and aspirations that go far beyond their current job descriptions. The Inside Gig will show you how to optimize and energize your workforce by deploying the skills of the employees you already have inside your firm across organizational boundaries. Written by thought leaders and practitioners in the future of work, this book will explain how to: Uncover the hidden skills within your workforce Create a new "Talent Operating Model" to uncover and cost-effectively match the right talent to real-time business challenges Apply machine learning and AI to managing the allocation of resources across departments Bust the "functional silos" in your company to create agile, collaborative teams Improve employee retention by offering employees the opportunity to expand their careers within your organization rather than leaving in search of new challenges In a rapidly changing economy that demands the constant reskilling of workers, the future belongs to companies that can access and deploy talent quickly and efficiently. Read The Inside Gig to start gaining your competitive edge today.

Asian Inward and Outward FDI brings together both works from researchers in international business and economic geography. The book is aimed for both scholars with interest in macro and micro economic impact of new flows of FDI.

Since the 1980s, society has undergone enormous change. And yet management styles have stayed the same, not adapting to the change in focus from efficiency and productivity, to creativity and innovation. Here, leading innovation expert Jon-Arild Johannessen offers a replacement to traditional goal-driven management and New Public Management (NPM).

Based on a six-year project at INSEAD, top scholars put these developments into perspective. Written for general managers as well as personnel executives and students of management, this book breaks new ground in helping them to address the emerging challenges of international human resource management.

The natural environment is a central issue in both academic and wider societal discourse. The global sport industry is not immune from this discussion and has to confront its responsibility to reduce its impact on the natural environment. This book goes further than any other in surveying both the challenges and the opportunities presented to the sports industry as it engages with the sustainability agenda, exploring the various ways in which sport scholars can integrate sustainability into their research. With a multidisciplinary sweep, including management, sociology, law, events, and ethics, this is a ground-breaking book in the study of sport. Drawing on cutting-edge research, it includes over thirty chapters covering all the most important themes in contemporary sport studies such as: climate change, sustainability, and corporate social responsibility ethics, governance, and the law event management, tourism, and pollution marketing, branding, and consumer behavior the Olympics, urban development, and mega-event legacies. With contributions from world-leading researchers and practitioners from around the globe, this is the most comprehensive book ever published on sport and the environment.

Conquering Global Markets offers assessments of the issues, statistics, cases, and best practices of mergers, acquisitions, joint ventures and alliances throughout the world. Using information gleaned interviews with CEOs, the book provides insights into making global M&As successful.

Practical advice is offered on conducting formal employee interviews. "The book is primarily aimed at human resource professionals, but is written in such an easy to read style that it will form a ready guide to assist all . . . [A] must have book for any manager."--Management Services.

Mastering the Novels of Jane Austen is the ideal companion for anyone studying the works of this endearing literary figure. An engaging account of the six most-read Austen novels, this book captures the imagination with its fresh and lively approach. - Provides a detailed critique of Northanger Abbey, Sense and Sensibility, Pride and Prejudice, Mansfield Park, Emma, and Persuasion - Links the significance of the works from the past to the present day in the light of contemporary attitudes to women, tradition, and innovation - Explores the influence of art, architecture, music, literature, theology, philosophy, history and politics in the novels - Discusses both traditional and contemporary literary theory, and examines Austen's use of wit and irony, and the nuances of her vocabulary If you are looking for a book that will entertain, challenge, and illuminate your understanding of Jane Austen, this is it! A must-have guide for anyone preparing for exams or looking to gain the maximum satisfaction from their reading of the novels of this much-loved author.

This book describes the use of matrix structures in large, complex organizations such as MNCs. Using an information-processing perspective of organization design, it develops a more comprehensive theory for fitting the structural configurations of matrix structures to key characteristics of firm strategy. Empirical research by the authors supports this theoretical framework. In addition to structural configuration, Understanding Matrix Structures identifies and develops the mode of decision making within a matrix as an important second dimension of matrix structure design. It can be either balanced (joint) decision making by the two dimensions

of a matrix or rule-based decision making, where rules pre-assign certain decisions to one dimension or the other for unitary decision making. Recent exploratory research by the authors supports this conceptual framework and provides the potential to create a more flexible matrix structure- one that facilitates a more ambidextrous organization.

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance. Human Resources Management: Concepts, Methodologies, Tools, and Applications compiles the most sought after case studies, architectures, frameworks, methodologies, and research related to human resources management. Including over 100 chapters from professional, this three-volume collection presents an in-depth analysis on the fundamental aspects, tools and technologies, methods and design, applications, managerial impact, social/behavioral perspectives, critical issues, and emerging trends in the field, touching on effective and ineffective management practices when it comes to human resources. This multi-volume work is vital and highly accessible across the hybrid domain of business and management, essential for any library collection.

The new edition of this best-selling text includes a new section on the final years of the Labour government after Blair's resignation and a new chapter on the subsequent Coalition and Conservative governments. It is the ideal companion for students taking a first-level course in modern British History, as well as for undergraduates in History.

This book will help students improve their speaking, listening, reading and writing skills. It will give an understanding of the importance of good communication skills for their personal development and career. It is relevant to a variety of courses: HE, FE, Professional, Open University, A-level and International Baccalaureate.

Human Resource Management in Hospitality Cases adopts a practical case-based approach to develop critical thinking and problem-solving skills in future hospitality managers. Using tried-and-tested real-life scenarios, this book thoroughly prepares hospitality students for a career in the field. Chapters are comprised of 75 short vignettes, split into nine sections that reflect and cover the primary challenges facing hospitality managers on a daily basis, including leadership credibility, building and managing employee performance, managing a diverse workforce, dealing with problem behaviors, and many others, all contextualised within the hospitality industry. With a main "think point" and series of questions for each case, the book is a highly insightful and engaging read. Suggested answers and solutions to the questions can be found within the extensive online resources that complement the book. Each section is also contextualized and theorized with an additional reading section, organized by key concept. This book will be essential for all students of hospitality and an invaluable resource for current practitioners in the field as well.

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. Drawing on extensive research and the authors' own experiences as coaches and mentors, the book offers a critical perspective on the theory and practice of coaching and mentoring. The Third Edition is split into four parts and has been updated to include the contemporary debates, issues and influences in the field. It features a collection of new international case-studies, drawn from the USA, Africa, Asia and South America, along with an increased emphasis on current topics such as internal coaching schemes, e-technologies and social media. In addition to these features, there are four new chapters:

Perspectives on Coaching and Mentoring from around the Globe – Comparing case studies written by practitioners in locations around the world. The Skilled Coachee – An examination of the role of coachee in the coaching and mentoring process. Question of Ethics – A chapter devoted to the ethical issues inherent in coaching and mentoring. Towards a Meta-Theory – A chance for the reader to conceive new ways to engage with theory and practice. The book is complemented by a companion website featuring a range of tools and resources for instructors and students, including PowerPoint slides, flash-cards and access to full text SAGE Journal articles. Suitable reading for students on coaching and mentoring modules.

@text:A concise, jargon-free guide that covers the main practices and theories that constitute human resource management (HRM). The entries, defined and discussed by a range of international contributors, are drawn from following areas: Employee resourcing The management of employee rewards Developing employees Maintaining good employee relations Tackling emerging issues in the workplace @text:Fully cross-referenced, with suggestions for further reading throughout, this book is a valuable reference for students and professionals seeking to understanding more about the what, why and how of HRM.

This is a new and completely revised edition of the successful text published in 2000 entitled Core Management. The book provides excellent coverage of the CIPD syllabus for three core areas of the CIPD syllabus. New end of chapter website links are included. The text is written in an easy-to-read style and each chapter is linked to other relevant parts of the book.

This fresh new text introduces IB from a truly global and contemporary perspective. Packed with case studies drawn from an impressive spectrum of countries, International Business enables students to link theory with practice and encourages critical thinking. Particular emphasis is placed on key issues such as the growing role of SMEs and entrepreneurship in IB, ethics, CSR, corporate governance and global warming.

This Handbook is a comprehensive anthology of up-to-date chapters contributed by current researchers in budget forecasting. Editors Daniel Williams and Thad Calabrese had previously found substantial deficiencies in public budgeting forecast literature with current research failing to address such matters as practices related to forecasting expenditure factors, the consequences of forecast bias, or empirical examination of the effectiveness of many deterministic methods actually used by many governments. This volume comprehensively addresses the state of knowledge about budget forecasting for practitioners, academics, and students and serves as a comprehensive resource for instruction alongside serving as a reference book for those engaged in budget forecasting practice.

Written by an eminent author team whose expertise spans the full breadth of the subject, The Business Environment provides comprehensive coverage and sound academic insight into this dynamic subject. The unique "themes and issues" approach the book has become known for provides students with a consistent and holistic framework for analysing businesses and the business environment, as well as a reliable method to organize their thinking. The core business environments and their interrelationships are explored using the established STEEPLE framework in Part One. Part Two then looks beyond these topics and invites students to analyse a range of contemporary issues such as the financial crisis and austerity, globalization, corporate power, equal opportunity, and entrepreneurship. A host of examples,

"Mini-Cases", and end-of-chapter case studies illustrate key topics in real-life, international, and wide-ranging business settings. Unilever's corporate responsibility policy, Samsung and South Korean economic development, and Starbucks on sustainability, are just some of the topical cases. "Stop and Think" boxes and end-of-chapter review and discussion questions develop students' critical thinking skills, while further reading and useful websites provide the starting point for further research and exploration. The Business Environment is supported by a wealth of online resources, featuring: For students: * Multiple-choice questions* Author podcasts For registered adopters: * Figures and tables from the text* Lecturer's guide to each chapter* PowerPoint slides* Answers to review and discussion questions* Test bank

This book provides practical knowledge on different aspects of information and knowledge management in businesses. For enterprises/businesses those intend to remain prosperous and prolific, it is critically important to share best practices, ensure efficient information flow across company, capturing shared knowledge centrally, and communicate compliance rules, i.e. managing competently information in general. It enables faster and better decisions by helping employees' to build a strong expertise and by avoiding duplicated projects. Thus, the second volume of this series subline continues to explore different aspects of information and knowledge handling as well as doing business with information. We survey further the key aspects of managerial implications of the informational business. The novel methodologies and practices for the business information processing as well as application of mathematical models to the business analytics and efficient management are examined.

Mastering Human Resource Management South African Human Resource Management for the Public Sector Juta and Company Ltd

This book aims to explore the social and cultural issues within the economic changes that have given rise to service work. Written by specialists in their respective fields, this book draws together authors from interdisciplinary areas that are carrying out significant research into gender and service work within an international context.

Explores Alasdair MacIntyre's criticisms of the manager and retrieves an interdisciplinary approach to character transforming arguments. The manager as wise steward is proposed as a model for virtuous management.

HR departments are in transition. From 1980 to today, HR management has shifted into a strategic function of the company, and digitalisation is at the centre of the modern workplace. For people to keep up with technology, HR management must evolve to embrace these changes.

A comprehensive overview of the practical implications for organizations that manage international employees, and individuals who are currently or aspiring expatriates.

Mastering Twentieth Century Russian History presents a vivid and informative account of the events which befell the Russian people during the course of the twentieth century. - Explores the major developments of the last century, from the revolution of 1905, to the First and Second World Wars, to the Cold War and the rise and fall of the USSR - Examines key figures and their actions - from Nicholas II, Lenin, Trotsky, Stalin, Khrushchev, Brezhnev, Gorbachev and Yeltsin to Putin - Deals with events right up to 2000, enabling the Soviet experiment to be placed in context a decade after its collapse - Incorporates the latest research from British, American and Russian historians, examining key controversies and debates - Includes primary source material, maps, photographs, posters and a full chronology of events This text is the ideal companion for anyone seeking a clear yet detailed introduction to the fascinating events of twentieth century Russian history.

This report discusses important themes in the field of human resource management for the public sector, including managing employee relations, strategizing and planning human resources departments, and selecting employees within the equal employment opportunity guidelines. Current legislation of the field is discussed and new theories on local and international applied research are explored.

For many years companies have been investing in enterprise systems and IT initiatives but they are now struggling to achieve the desired results. It takes a long time to make the best of your enterprise systems so businesses must stop looking for the next technology 'silver bullet' and instead maximize the value of existing IT investments.

Safeguarding adults has a long history of neglect and scandal, but it is finally starting to gain the recognition it deserves. This book helps students and practitioners to understand this evolving field and to identify ways in which they can develop their own good practice. The first part of the book explores the evolution of concepts and policies for safeguarding adults, with particular reference to the Human Rights Act 1998 and the Capacity Act 2005. In the second section, the focus shifts to good practice in empowering vulnerable adults. The final section focuses on developing effective professional and interprofessional practice.

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