

CHAPTER 6

The human resource management function — employee relations

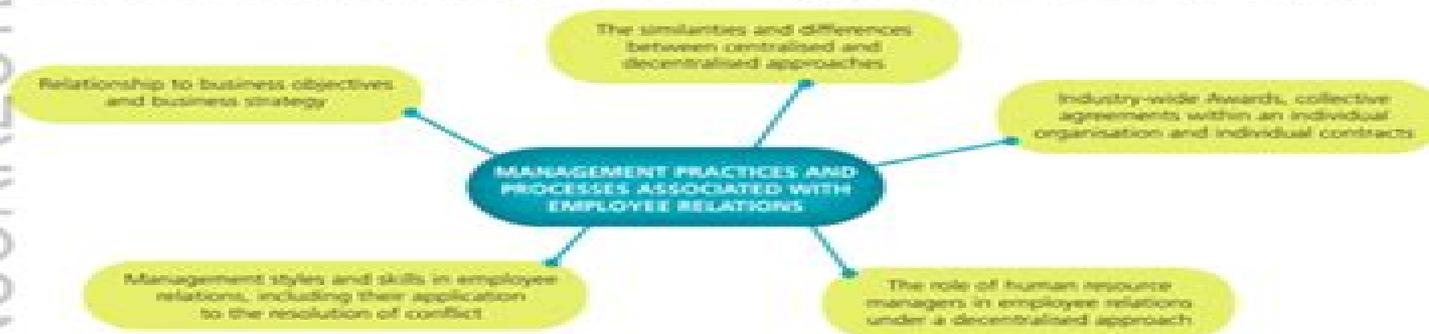
WHY IT IS IMPORTANT

For 200 years, Australia Post has provided an essential service in mail delivery throughout Australia. It has around 31 000 employees, representing 140 nationalities. In December 2013, the organisation won a coveted Australian Human Resources Institute (AHRI) Award for Workplace Relations. The award recognised Australia Post's first back-to-back enterprise agreement, which provided fair and sustainable wages for its employees, while incorporating workplace flexibilities necessary to allow for future change and development. The award also identified Australia Post's ability to maintain a stable and harmonious workplace, to avoid unnecessary industrial conflict, and to provide stability and certainty for all stakeholders in the business. Previous workplace agreements had been characterised by dispute and conflict within the organisation, but more recently Australia Post had been able to employ a strategy based on high levels of stakeholder engagement and transparency. This allowed the negotiation process to result in a mutually beneficial agreement.

WHAT YOU WILL LEARN

KEY KNOWLEDGE

Use each of the points below from the Business Management study design as a heading in your summary notes.



KEY SKILLS

These are the skills you need to demonstrate. Can you demonstrate these skills?

- accurately use relevant management terms
- research related aspects of human resource management using print and online sources
- analyse business literature, information and data
- evaluate key aspects of human resource management theory
- apply human resource management knowledge and concepts to practical and/or simulated situations
- evaluate different practices and processes for managing human resources

Chapter 6 The Human Resource Management Function Employee

Lloyd L. Byars, Leslie W. Rue



Chapter 6 The Human Resource Management Function Employee:

Human Resource Management Robert N. Lussier, John R. Hendon, 2014-12-11 Human Resource Management Functions Applications and Skill Development Second Edition featuring the 2013 Society for Human Resource Management SHRM Human Resource Curriculum Guide explores important HRM concepts and functions with a strong emphasis on skill development critical thinking and application In this fully revised edition all 210 required SHRM topics are noted within the chapter content as Robert N Lussier and John Hendon prepare students to develop HRM skills they can use in their personal and professional lives Students stay engaged through a wide variety of activities and tools that allow them to immediately apply HR functions and concepts Human Resource Management John Ivancevich, Robert Konopaske, 2012-02-16

Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians *Modern Hotel Operations Management* Michael Chibili, 2017-10-03 A comprehensive and wide ranging introduction to operational hotel management this textbook brings together business administration management and entrepreneurship into a complete overview of the discipline Essential reading for students of hospitality management the book also benefits from online support materials including student tests a glossary and PowerPoint slides 2004 U. S. Master Human Resource Guide C C H, Incorporated, Donald W Myers, 2003-10-01 HR guide provides a foundation for the application of sound HR practices in business for teaching in the academic getting Human Resource Management Trevor Amos, Adrian Ristow, Noel J Pearse, 2009-04 Indispensable for managers and management students this handbook illustrates how to effectively manage people and offers practical insight in human resource departments Discussions concerning South African labor legislation human resource planning motivating and retaining staff and managing labor relations in the workplace are included in this useful guide *Personnel and Human Resource Management* Richard M. Hodgetts, K. Galen Kroeck, 1992 **Human**

Resource Management in Context David Farnham, 2015-02-13 HR functions within both internal and external contexts. The understanding of both contexts is crucial for comprehending how and why they drive HR strategies and practices in organizations as well as the rules and structures within which they work. Built around five major themes which impact upon the HR function and mapping to the CIPD Level 7 Advanced module of the same name, *Human Resource Management in Context* enables students to understand the complex and changing organizational context in which HR operates today by providing a comprehensive breakdown of the concepts, theories, and issues from globalization and government policy to demographic, social, and technological trends. This fully updated 4th edition of *Human Resource Management in Context* includes a range of pedagogical features balancing theory with practical analysis to form an engaging insight into the strategic side of HR. It includes enhanced emphasis on the impact of the external environment on the HR profession, a discussion of the impact of technology and social media, increased coverage of ethics and CSR, and links to the HR Profession Map. Online supporting resources for lecturers include an instructor's manual, lecture slides, annotated web links, and guidance for the chapter activities.

Human Resource Management John M. Ivancevich, 1998. This text takes a managerial orientation and is relevant to managers in every unit, project, or team. Managers are constantly faced with HRM issues, problems, and decision making, and the primary goal of the text is to show how each manager must be a human resource problem solver and diagnostician. Attention is given to the application of HRM approaches in real organizational settings and situations. Realism, understanding, and critical thinking were important in this eighth edition.

Sport Law Anita M. Moorman, 2020-12-28. Now in its fourth edition, this text is still the only sport law textbook to introduce sport legal studies from a management perspective and integrate legal strategies to gain a competitive advantage in business. Acknowledging that students understand legal concepts better when they are tied to real sport management practice, the book is organized around the core management functions. It provides concise explanations of key concepts as well as current industry examples and legal cases, and gives the student all the legal knowledge they need to become confident and effective professionals in sport management, recreation, or sport education. This new edition includes additional contributions from leading sport law educators and practitioners and has expanded coverage of important contemporary issues including Sports injury and concussion litigation, Impact of Covid 19 on events and leagues, Gender discrimination, disability discrimination, sexual harassment, #MeToo, and USWNT pay equity, Intellectual property, licensing agreements, publicity rights, social media influencers, and digital privacy, Student athletes and marketing rights, Sport gambling and state regulation, Athlete activism, employee free speech, and collective bargaining, Olympic and Paralympic restructuring, NCAA Division 1 Coaches Contracts. The book contains useful features and ancillaries to help with teaching and learning, including managerial context tables, case opinions, focus cases, strategies for competitive advantage, discussion questions, and learning activities. It is an essential text for any course on sport law or recreation law, an invaluable supplement to any course on sport business and management, and

an important reference for all sport management practitioners Online resources include a variety of exam questions for each chapter featuring multiple choice true or false short answer exam questions and short essay questions and a sample syllabus

Human Resource Management R. Wayne Mondy, Robert M. Noe, Shane R. Premeaux, 1999 Reflecting the impact of the multinational environment of HRM by featuring major multinational topics this work includes a chapter on the importance of the global environment to human resource management The book ties chapter summaries directly to learning objectives

Human Resource Management and Industrial Relations Thomas A. Kochan, Thomas A. Barocci, 1985 Human Resource Management Lloyd L. Byars, Leslie W. Rue, 2004 Byars and Rue's Human Resource Management 7^e emphasizes the theoretical and practical aspects of HRM The theoretical material is presented throughout the text and highlighted via a marginal glossary The practical aspects of HRM are presented through lively and pedagogically effective examples placed throughout the text as well as in the end of chapter materials The new edition reflects changes in the business world in general and the HRM function within organizations since the previous edition was published **Resources in Education**, 1998 *Management* Arthur G. Bedeian, 1993 Human Resources Management P. D. Gerber, Piet S. Nel, 1987 Human Resource Management in Industries of Pakistan Raza Kamal, 2015 The Acceptance of Human Resource Innovation Ellen Ernst Kossek, 1989-06-12 The Acceptance of Human Resource Innovation based on a survey done by the author at the Valiant Insurance Corp examines the adoption implementation and acceptance of workplace innovations introduced by management The purpose of the book is to provide an understanding of the gap that exists between the stated purpose of a new human resource program and its actual achievements The study done at the insurance company was designed to measure employee reaction to and acceptance of the following human resource innovations quality circles job posting flex time a fitness program flexible benefits case rewards an employee newsletter and a peer award The study found that executives and managers were more accepting of these innovations than were lower level employees Personnel Administrator A practical guide for personnel managers and human resource professionals this book examines the adoption implementation and acceptance of work innovations introduced by management The study is based on an extensive survey undertaken at a major insurance company to measure employee reactions to and acceptance of eight innovations quality circles job posting flex time a fitness program flexible benefits cash awards an employee newsletter and a peer award The author analyzes why employees tend to accept certain innovations while rejecting others and offers suggestions for encouraging employee acceptance when it is lacking Kossek begins with an interdisciplinary review of theory from the innovation personnel and organizational development literature The following chapters describe the research design examine critical historical events in the adoption of the innovations studied and set forth the measures used in the human resource innovation survey which forms the basis for the book In analyzing her results the author looks at differences in acceptance of innovations as a function of hierarchical level race sex seniority unit differences and the properties of the innovations themselves Based on her results

the author offers practical guidelines for the successful implementation of new programs and innovations An indispensable tool for human resource managers and executives this book will also be of significant value to students and researchers in the field

Human Resource Management David A. DeCenzo, Stephen P. Robbins, 1998-12-18 Over the past decade management practice has gone through dramatic changes Workforce diversity downsizing reengineering total quality management outsourcing and rediscovering the importance of satisfying the customer all has a significant impact on Human Resources The new Sixth Edition of De Cenzo Robbins Human Resource Management features a current real world perspective that gives readers a crystal clear picture of what today s HRM is really like Emphasizing the application of theory the Sixth Edition carefully integrates real examples with the most up to date information available

Human Resources Management Gerald R. Ferris, M. Ronald Buckley, Donald B. Fedor, 2002 This collection of 60 current readings explores the important contemporary perspectives and issues in the field of human resources management from a decidedly applied rather than scholarly orientation The readings include a mix of recently published articles from journals in the field along with many articles written specifically for the book It addresses such issues as corporate culture values employee rights and responsibilities ethics the nature of the changing employment relationship mergers and acquisitions and employee cynicism and how such factors influence the practice of HRM

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