

TWELFTH EDITION

Fundamentals of

HUMAN RESOURCE MANAGEMENT

David A. Decenzo
Stephen P. Robbins
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WILEY

Human Resource Management 12th Edition

Gary Dessler



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Human Resource Management John Ivancevich, Robert Konopaske, 2012-02-16 **Fundamentals of Human Resource Management** David A. DeCenzo, Stephen P. Robbins, Susan L. Verhulst, 2016-05-16 This text is an unbound three hole punched version The 12th Edition of Fundamentals of Human Resource Management Binder Ready Version 12th Edition helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest The authors provide a strong foundation of essential elements of Human Resource Management as well as a clear understanding of how Human Resource Management links with business strategy Through practical applications the authors illustrate the importance of employees on every level of the organization helping students understand HRM elements such as recruitment training motivation retention safety the legal environment and how they support successful business strategies **Fundamentals of Human Resource Management 12th Edition WileyPLUS Learning Space Card** David A. DeCenzo, Stephen P. Robbins, 2015-09-28 **Fundamentals of Human Resource Management 12th Edition WileyPLUS Learning Space Student Package** David A. DeCenzo, 2015-11-23 **Fundamentals of Human Resource Management 12th Edition WileyPLUS LMS Card** David A. DeCenzo, Stephen P. Robbins, 2015-09-28 **Fundamentals of Human Resource Management 12th Edition WileyPLUS Blackboard Student Package** David A. DeCenzo, 2015-11-23 *Fundamentals of Human Resource Management 12th Edition WileyPLUS Blackboard Card* David A. DeCenzo, Stephen P. Robbins, 2015-09-28 Fundamentals of Human Resource Management 12th Edition WileyPLUS LMS Student Package David A. DeCenzo, 2015-11-23 **Human Resource Management (12th Edition)** Fawz Haddad, 2014-11-20 Human Resource Management HRM is the function within an organization that focuses on recruitment of management of and providing direction for the people who work in the organization HRM can also be performed by line managers HRM is the organizational function that deals with issues related to people such as compensation hiring performance management organization development safety wellness benefits employee motivation communication administration and training HRM is also a strategic and comprehensive approach to managing people and the workplace culture and environment Effective HRM enables employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization s goals and objectives Human Resource Management 9 1 1 Meaning of Human Resources 9 1 2 Human resource functions 9 1 3 Organization culture 9 1 4 Human resource activities in management 10 1 5 HR specialists 11 1 6 Strategic aspects of HRM 12 1 7 The HR manager 12 1 8 Industrial relations 13 1 9 The role of HR department 13 1 10 Effects of a good HR policy 15 1 11 Responsibilities of HR department 15 2 Manpower planning recruitment and selection 18 2 1 Expansion of organization 18 2 2 HR or manpower planning 18 2 3 Self regulatory manpower control 21 Problems caused by expansion of organization 22 2 5 Scientific management 22 2 6 Organization and Method Studies O M Studies 23 2 7 Recruitment 24 2 8 Policy of recruitment 24 2 9

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