

Human Resource Management



Fifteenth
Edition

Gary Dessler

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H Kauffman



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Human Resource Management Dessler, Varkkey, 2005 Managing employee absence maintaining a healthy work life balance and developing ethical and socially responsible codes of behaviour at work many of the most topical areas of debate in organisations are rooted in issues of human resource management The 6th edition of this market leading textbook provides detailed exploration and analysis of these contemporary issues as well as providing comprehensive coverage of all the core elements of HRM There is a range of useful features to engage the reader's interest and assist in learning from the text seven Focus on Skills sections develop sp

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Sustainable Development of Human Resources in a Globalization Period Shaikh, Erum, Tunio, Muhammad Nawaz, 2022-06-24 The concept of sustainability and sustainable development is growing rapidly and has great importance in the different aspects of social and economic development at the national and international levels This idea is characterized as a process that links economic and social factors while maintaining the ecological levels of analysis such as national regional international organizational and individual Sustainable human resource management HRM features a set of techniques and procedures of HRM that enable the attainment of social financial and environmental goals with an influence both inside and outside of the business while managing the unexpected consequences Sustainable Development of Human Resources in a Globalization Period explores the dynamics of sustainability in the context of the development of human resources The book further discusses different strategies for the betterment welfare and operation of organizations Covering topics such as digital media determinism organizational commitment and worker performance this premier reference source is an essential title for business leaders and managers human resource managers nonprofit organizations students and faculty of higher education libraries researchers and academicians

Interview Skills Shruthi S. & Sharmistha Bhattacharya, 2026-02-22 Interview Skills is a structured academic resource developed to provide a comprehensive understanding of interview processes within professional educational and organisational settings The book presents interviews as systematic purpose driven interactions used for assessment selection research and evaluation It builds conceptual clarity by defining interview skills explaining their importance and examining how effective communication confidence preparation and professional conduct influence outcomes A major strength of the text lies in its detailed treatment of interview formats including structured unstructured panel telephonic video behavioural and stress interviews Each type is analysed in terms of purpose methodology advantages and limitations enabling learners to appreciate their practical relevance The book further integrates interviews within the broader framework of recruitment and selection offering insight into how organisations identify evaluate and onboard talent Pedagogically designed with activities review questions and objective assessments the text supports both theoretical understanding and skill development It is particularly suitable for students job aspirants trainers and educators seeking a systematic guide to interview competence By combining conceptual foundations with application

oriented strategies the book prepares readers to approach interviews with clarity confidence and professional effectiveness

Human Resource Management John M. Ivancevich,2004 Managers are constantly faced with Human Resource Management issues problems and decision making Offering a managerial orientation this book pays attention to the application of HRM approaches in organizational settings and situations Meant for both students and faculty it offers information on HRM thinking and practice *A Framework for Human Resource Management* Gary Dessler,2006 This brief yet lucid ten chapter book provides practicing managers with a review of central human resource management concepts and techniques in a highly readable and understandable format Managing Human Resources Today Managing Equal Opportunity and Diversity Recruitment and Selection Personnel Planning and Recruitment Testing and Selecting Employees Training and Developing Employees Performance Management and Appraisal Compensating Employees and Managing Employee Relations For use as a reference by those in human resource management **Human Resource Management** Gary Dessler,2000

Industrial Relations and Human Resources Management Richard Schwindt,1995 **Human Resource Management** Gary Dessler,2008 *Managing Health Services Organizations* Jonathon S. Rakich,Beaufort B. Longest,Kurt Darr,1992 *APMR* ,2003 **Human Resources Management in Canada** Gary Dessler,Gini Sutherland,Nina Dawn Cole,1998 *Managing Human Resources in Recreation, Parks, and Leisure Services* David F. Culkin,Sondra L. Kirsch,1986

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 Resource Management in Local Government** James Ansel Buford,James R. Lindner,2002 This book represents a unique approach to human resource management that addresses two important needs First the book answers the need for a practical guide for local government HR management The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities **The Organizational and Human Resources Sourcebook** Douglas B. Gutknecht,Janet R. Miller,1990 This text presents many of the organizational and human resource challenges that organizational leaders managers staff and employees will face as we enter a more complex and competitive 1990 s The authors explore old and new ideas frameworks models techniques and strategies that can be utilized at all levels to more effectively handle the new demands and dangers that constant change is exposing This second edition has been extensively revised and rearranged Section One now becomes Organizational Theory and Behavior which is divided into seven chapters Organizational Structure

Classical Human Relations and Human Resource Theory Contingency and System Design Theories Personality and Job Design Models Contemporary Motivation Theories and Applications Communication and Group Behavior Leadership Theories Skills and Managerial Implications Section Two is now titled Strategic Human Resource Management and is divided into two large chapters Strategic HR Assessment Planning and Management and Strategic Performance Management Section Three becomes Human Resource Development Integrating Training Management and Career Development which is divided into three chapters Training and Development Management Development and Career Development Section Four Organization Development is divided into three chapters The Nature of Planned Change Organization Development Interventions and Organization Development Consultants and the Consulting Process

Human Resource Management H. John Bernardin, Joyce E. A. Russell, 1993 This core course book combining a human resources management text with original experiential exercises emphasizes the development of student skills and competencies It provides comprehensive coverage of the key areas of HRM theory and practice and includes a wide array of contemporary HRM issues such as sexual harassment drug and personality testing and human diversity in the workplace

S.A.M. Advanced Management Journal Society for Advancement of Management, 2006

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Human Resources Management for Hospitality Linda A. Jerris, 1999 Human Resources Management for Hospitality by Linda Jerris offers a new approach in supervision By writing from the perspective of how people grow into being effective supervisors and by covering the stages through which they pass Jerris gives students practical advice on how to become successful and effective hospitality management Human Resources Management for Hospitality is ideal for degree or certificate students or for anyone interested in the supervisory aspects of the hospitality industry

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