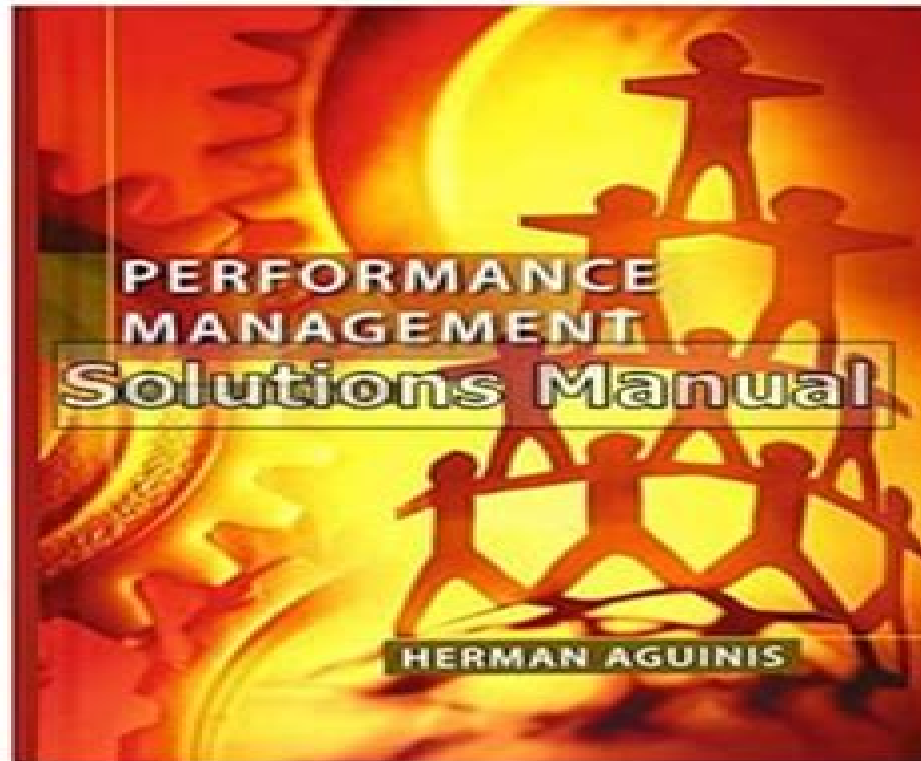


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Transformational HRM Practices for Hong Kong Anna P. Y. Tsui, Wilfred K. P. Wong, 2020-10-20 Focusing on the latest management trends Transformational HRM Practices for Hong Kong provides HR professionals with a comprehensive and accessible guide to human resource management in Hong Kong Written by a leading team of HR professionals psychologists legal experts and academics the book provides up to date coverage of current practices laws and procedures as well as guidance on the professional skills required to operate successfully in the region Suitable for practitioners and students alike the book contains authentic cases studies for local context and sets out the latest strategies for talent acquisition assessment performance and reward It provides essential coverage of organizational change management recent technological advancements in the field and outlines the development of Hong Kong's employment laws and their likely implications for professionals In one volume this book provides the key information guidance and context HR professionals require to be successful in Hong Kong's fast changing business environment This book is the product of the collective wisdom of a team of well qualified and experienced contributors It successfully integrates both theory and practice with a lot of real life cases and examples It provides a valuable and up to date tool to support teachers students and practitioners in the new HR era Irene Chow Professor and Head Department of Management Hang Seng University of Hong Kong This is a timely and accessible collection on the HRM development in Hong Kong for business managers and aspiring HRM students It explains succinctly the fundamental and drastic changes in the traditional HR sector in Hong Kong Reading this book makes me realize how much HRM has been transformed since the internet era Steven Lui Associate Professor School of Management UNSW Business School UNSW Sydney Each chapter of this book marks a specific HR topic with comprehensive deliberations on the transformation It integrates both empirical studies as well as discussions of evolving HR practices A unique reference that helps readers apprehend the drastic challenges in HR management from traditional to digital David Li F I H R M HK Director Human Resources New Beta Innovation Limited President Hong Kong Institute of Human Resource Management HKIHRM 2014 2018 The role of human resources management has been evolving over the years This book focuses on contemporary HR topics within the Hong Kong context It provides the reader with invaluable insights from seasoned practitioners consultants and well respected academics I would recommend this book to HR professionals line managers and aspiring HR students Margaret Cheng F I H R M HK Human Resources Director MTR Corporation Limited President Hong Kong Institute of Human Resource Management HKIHRM 2018 present Chairperson People Management Committee Hong Kong Management Association HKMA

The Cambridge Handbook of the Changing Nature of Work Brian J. Hoffman, Mindy K. Shoss, Lauren A. Wegman, 2020-04-23 This handbook provides an overview of the research on the changing nature of work and workers by marshalling interdisciplinary research to summarize the empirical evidence and provide documentation of what has actually changed Connections are explored between the changing nature of work and macro level trends in technological change income inequality global labor markets labor unions organizational forms and skill

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Performance Appraisal and Management Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace Performance Appraisal and Management distills the best available research and translates those findings into practical concrete strategies This text explores common obstacles and why certain performance appraisal methods often fail Using a strategic evidence based approach the authors outline best practices for avoiding common pitfalls and help organizations achieve their maximum potential Cases exercises and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills

Valuing People and Technology in the Workplace: A Competitive Advantage Framework Hughes, Claretha, 2012-03-31 Valuing People and Technology in the Workplace A Competitive Advantage Framework introduces a more proactive strategic approach to bring employees into and develop them within an organization Interpreting and accepting this concept requires managers to think of employees as they would think of technology Technology equipment and systems are strategically aligned within organizations Integrating the literature from strategic technology management strategic human resource management and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution Valuing People and Technology in the Workplace A Competitive Advantage Framework provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people technology and strategy can provide to the organization This book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace

The Oxford Handbook of Contextual Approaches to Human Resource Management Emma Parry, Michael J. Morley, Chris Brewster, 2021 The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities

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