



SIXTH EDITION

HUMAN RESOURCE MANAGEMENT

TREVOR AMOS & NOEL PEARSE



A Framework For Human Resource Management 6th Edition

Tapomoy Deb



A Framework For Human Resource Management 6th Edition:

HUMAN RESOURCE MANAGEMENT, Sixth Edition PATTANAYAK, BISWAJEET, 2020-07-01 Organisations are created managed and they excel by human beings despite the enabling process of technology There is no substitute for the human brain Human resource is the most important and crucial among all other resources in the organizational context Of late in the fast changing business environment there is a paradigm shift in terms of the role and function of the human resource professional Human resource management has become more strategic in the function directly linking to the overall business strategy of the organization The ultimate aim is to improve organizational performance The sixth edition of this book thoroughly revised and updated continues to educate the students on the HRM concepts keeping its readers abreast with the fast changing business environment The author has incorporated the latest research applications and experiments with a judicious balance between theory and practice Primarily designed for the students of Management Commerce Personnel Management and Industrial Relations and related fields this compact yet concise text provides ample literature on this subject elaborating a clear understanding of the principles of human resource management NEW TO SIXTH EDITION Chapterisation as per Harvard Framework All the chapters have been thoroughly updated revised and completely reworked Incorporation of latest developments in each segment of HR Addition of learning objectives in each chapter Inclusion of New age HR practices New practices models illustrations and examples have enhanced the concepts explained New Indian cases have been inserted TARGET AUDIENCE Students of Management Commerce Personnel Management and Industrial Relations and related fields Sustainable Human Resource Management Sita Vanka, Madasu Bhaskara Rao, Swati Singh, Mallika Rao Pulaparthi, 2020-08-13 This book provides a multi stakeholder perspective on sustainable HRM for the policymakers managers and academics addressing issues approaches research studies frameworks and emerging patterns relating to the subject It discusses various aspects of sustainability such as making HR more responsible for ensuring sustainability focusing on the triple bottom line characteristics of sustainable HRM psychological contracts emotional intelligence and psychological capital The book also explores organizational citizenship behavior employment relations employee engagement sustainable leadership disruptive HR practices sustaining employee motivation educational sustainability sustainable career management sustainable environment employer and employee branding sustainable organizations organization culture training for sustainability sustainable employee performance business sustainability and sustainable employability It provides an update on the concept processes issues and emerging paradigms from multidimensional and cross country perspectives to showcase sustainable HR practices and appeals to the academics practitioners and policymakers in the area of HRM Augmenting Human Resource Management with Artificial Intelligence Aizhan Tursunbayeva, 2024-12-23 The potential of Artificial Intelligence AI to reshape Human Resource Management HRM practices is profound but it also presents challenges that require careful consideration particularly in terms of ethics

inclusivity and sustainability However knowledge about whether and how this transformation is actually occurring remains limited This book aims to provide a theoretically informed and empirically grounded examination of AI s role in shaping the future of HRM and work The book explores HRM technologies using a configurational approach which views HRM practices as a blend of operational relational and transformational elements It consistently addresses the dual perspectives on AI its transformative potential and the concerns surrounding its disruptive impact on the future of work and management In doing so the book draws on ongoing original research including an analysis of vendors value propositions and insights from scholars and experts Real life applications of AI in HRM are also thoroughly covered offering insights into algorithmic management AI driven relational HRM configurations and AI augmented HRM The book dedicates significant attention to the ethical implications of AI and how they can be addressed through Responsible AI principles Ultimately it establishes a framework for future research and practice serving as a crucial reference for scholars practitioners and policymakers

Bridging the Scholar-Practitioner Gap in Human Resources Development Hughes, Claretha,2016-03-17 Human resource professionals are an essential part of an organization by helping to establish a rapport between employees and their managers and providing individual support they ensure the overall well being and success of an establishment However in certain sectors such as academia or industrial settings their role still remains unclear Bridging the Scholar Practitioner Gap in Human Resources Development examines the knowledge breach in the role of human resources professionals and the pivotal role they play in an organization Featuring timely research future implications and practical applications of theoretical assumptions this publication is a pivotal source for professionals practitioners academics and researchers interested in the impact human resources specialists have in organizational settings

Ethical and Legal Issues in Human Resource Development Claretha Hughes,2018-10-30 This book explores the role of HRD professionals in ethical and legal decision making in the workplace While previous books have described the need for ethics in HRD this book presents ways that HRD scholars and professionals can influence through collaborative relationships effective implementation of ethical policies and legal standards in the workplace The ethical policies of an organization provide a key insight into its values and this book shows the relationship between those values and HRD practices such as training and development career development and organization development Exploring such topics as protected classes diversity intelligence employee rights and employee privacy this book will inform HRD scholars and professionals on researching and enhancing ethical and legal decision making in the workplace

Employee Engagement in Media Management Stavros Georgiades,2015-03-30 This book explores a major media management topic on the basis of case study research conducted in European US and Brazilian media companies More specifically it examines the dynamics of employee engagement aiming at organizational development through change The book contemplates the discipline of Media Management through a management lens and focuses on the concept of employee involvement and its value with regard to successfully introducing

change and achieving organizational development It concentrates on providing the necessary information and organizational arrangements from the points of view of media managers and employees and highlights how this involvement can encourage employees to create and innovate The book is directed towards researchers and students as well as practitioners professionals involved with media organizations **Managing Human Resource And Industrial Relations** Tapomoy Deb,2009 **Spirituality in the Workplace** Joan Marques,Satinder Dhiman,Richard King,2007 Provides the tools to make your work experience a gratifying one A common misconception equates workplace spirituality with religion in the workplace this sets the record straight providing a practical definition of spirit at work and explaining its benefits for employees managers the organization the societies in which the organization operates and the world at large Whether you are a leader a manager or an employee who cares about the people and the place you surround yourself with you ll find the broad focus presented here useful for improving your work and your life From publisher description *Managing Services* Alan Nankervis,Yuki Miyamoto,Ruth Taylor,John Milton-Smith,2005-10-27 The rapid increase in global services during the last few decades is without doubt one of the most challenging social cultural political and especially economic forces of our time Services have supplanted agriculture manufacturing and resources as the primary source of international competitive advantage in many countries providing wealth employment and almost unlimited future opportunities for growth whether in traditional or more innovative forms This book explores the strategic management of services through an Integrated Services Management Model which links operational marketing financial and human resource management functions within a broad and diverse collection of international regional and local service contexts It contains numerous case examples student projects and exercises designed to illustrate common problems and innovative approaches with a particular focus on the Asia Pacific and Australasian regions **The Handbook of Human Resource Management Education** Vida Gulbinas Scarpello,2008 HRM educators and professionals graduate students business executives and anyone interested in effective and efficient management of human resources or in advancing the HRM field will find the Handbook of Human Resource Management Education an invaluable reference tool BOOK JACKET

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