

Human Resource Management in South Africa

3rd edition

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Contemporary issues in human resource management Pieter Grobler,2000 **South African Human Resource Management** Ben Swanepoel,Barney Erasmus,Heinz Schenk,2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the countrys people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners South African Human Resource Management for the Public Sector Barney Erasmus,2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored *Organizational Behavior* Stephen P. Robbins,Tim Judge,2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills **Human Resource Management in South Africa** P. A. Grobler,2005-11

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Contemporary Issues in Human Resource Management Rob Bothma, Chris Brewster, Lorraine Carey, Peter Holland, Surette Warnich, 2012-10-13

Contemporary Issues in Human Resource Management 4th edition presents both global and local perspectives on the issues that human resource management face in the modern workplace.

Human Resource Management Jawad Syed, Robin Kramar, 2017-04-26

The fully revised and updated second edition of this core textbook builds on the previous edition's success to bring an even sharper exploration of HRM in a real world global context. With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations. Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features. While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought. This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees. In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes.

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Human Resource Management Sarah Gilmore, Steve Williams, 2012-12-06

This book provides a concise engaging and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas. Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners.

Municipal Administration D L Craythorne, 2006

Book CD Significantly updated to reflect all the latest legislation this sixth edition remains a user friendly text for all who have dealings with local government. One of the new features is the accompanying CD ROM which contains regulations concerning procurement fair administrative procedures and the new legislation on corruption.

International Human Resource Management B. Sebastian Reiche, Helene Tenzer, Anne-Wil Harzing, 2022-10-29

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Textbook for Human Resource Practitioners, 1996 **International Human Resource Management** Mustafa Ozbilgin, 2020-07-17 International Human Resource Management is a core text for undergraduate specialist Master s and MBA students taking a module in international or comparative human resource management It provides an introduction to both the theory and practice of managing HR in an international context It discusses the development of mainstream HRM and analyses the significance of the international contexts processes and issues pertaining to the effective employment of people in different geographical locations The book is underpinned by a clear analytical framework of key aspects of international HRM and contains some contributed chapters from experts in the field *Human Resource Management: Strategy and Practice* Alan R. Nankervis, Marian Baird, Jane Coffey, John Shields, 2016-09-15 In its 9th edition AHRI endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored A multitude of contemporary regional and international examples are integrated throughout alongside an expanded coverage on ethics and a focus on critical analysis Thoroughly revised and updated with the latest research findings this edition incorporates a wealth of new material including corporate social responsibility ethics sustainable management practice leadership talent management industrial relations and retains its focus on core human resource elements Accompanied by online study tools which help to reinforce concepts apply critical thinking and enhance skills this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management

Psychology of Retention Melinde Coetzee, Ingrid L. Potgieter, Nadia Ferreira, 2018-08-30 This book offers a contemporary review of talent retention from the viewpoint of human resource management and industrial organisational psychology With a practical and relevant perspective it enriches critical knowledge and insight in the psychology of talent retention It offers interpretation of difficult factors facing organisations

such as the conceptualisation of talent the forecasting of talent demand and supply external and internal factors that influence talent attraction development and retention the alignment between talent management and business strategy Also covered is the implementation of human resource practices and strategies in response to the needs of different organisational contexts and workforce characteristics The chapter contributions will not only enrich knowledge and insight in the complex phenomenon of talent retention but also advance new original ways of thinking and researching this critically important area of inquiry The book is intended for graduate students and researchers as an overview of the topic of talent retention practitioners will also find it informative

Handbook of Research on Comparative Human Resource Management

Chris Brewster, Wolfgang Mayrhofer, 2012-01-01 Global HR practices are of incredible interest to scholars and practitioners Brewster and Mayrhofer have done a masterful job selecting and organizing 26 incredible chapters on how to conceive study and practice HRM in diverse global settings The compendium is thoughtful and thorough with integrated theoretical perspectives and unique insights on each major global region It is an invaluable source book for those interested in global HR Dave Ulrich University of Michigan US As the world becomes flatter and more interconnected questions arise about the future of HRM Which HRM systems are beginning or will begin to converge globally Which systems will likely remain constrained by institutions or national culture and why This book brings together the leading academic authorities and provides the essential starting point to answering these pressing questions Patrick Wright Cornell University US This unique and path breaking Handbook explores the issue of comparative Human Resource Management HRM and challenges the notion that there can be a one best way to manage HRM The Handbook of Research on Comparative Human Resource Management provides a theoretical practical and regional analysis of comparative HRM This book edited by two specialists on comparative HRM and written by leading experts on each topic and from each region explores the range of different approaches to conceptualising HRM and highlights HRM policy and practice that occur in the various regions of the world As such the volume provides a challenge to the typical assumption that there are consistent problems in managing human resources around the globe that call for standardised solutions Instead the contributors emphasise the importance of institutional and cultural factors that make HRM a most context sensitive management task Offering a comprehensive view for readers with different interests this insightful Handbook will prove to be an essential resource for academics researchers and postgraduate students in international business business administration HRM socio economics and cross cultural management Practitioners interested in the cultural aspects of HRM will also find this Handbook invaluable

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