

Management for Professionals

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Editors

Human Resource Management Practices

Assessing Added Value

 Springer

Human Resource Management Practices Assessing Added Value Management For Professionals

Hilary Harris



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Human Resource Management Practices Maike Andresen, Christian Nowak, 2014-09-26 This book is designed to help practitioners and academics to assess the added value of HR practices It provides hands on recommendations for choosing effective means to manage HR and specific suggestions aimed at facilitating the measurement of HR practices impact on value creation Evidence based recommendations are made by drawing on thorough empirical research from various research traditions and academic disciplines It covers a wide variety of tasks faced by the HR function and specifically addresses new challenges such as assessing the added value of work life balance practices

Armstrong's Essential Human Resource Management Practice Michael Armstrong, 2010-06-03 Armstrong's Essential Human Resource Management Practice provides a complete overview of the practices and processes fundamental to managing people The text provides a thorough introduction to the core areas of HR including people resourcing performance management learning and development and rewarding people It also examines the contribution of HR to organizational aims and objectives and how it is integrated within the business The book is accompanied by online resources for both lecturers and students and adopts an increased focus on employee engagement a concept which is becoming increasingly prominent in people management but which is often presented as a mantra without being properly understood this is examined in detail with reference to recent research Michael Armstrong's original Handbook of Human Resource Management is the classic text for all those studying HR or who are entering the profession for the first time In this new title Michael Armstrong provides a condensed text which has been rewritten with the non HR student or professional in mind describing and evaluating key HRM concepts such as HRM itself strategic HRM the resource based view the choice between best practice and best fit human capital measurement motivation theory emotional intelligence the flexible firm the learning organization and financial rewards Online supporting resources for this book include lecture slides an instructor's manual case examples and a literature review

Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2020-01-03 Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals which helps readers to understand and implement HR in relation to the needs of the business This book covers in depth all of the areas essential to the HR function such as employment law employee relations learning and development performance management and reward as well as the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning e.g. source review boxes key learning points summaries and case studies from international organizations such as IBM HSBC and Johnson and Johnson this fully updated 15th edition includes new chapters on the HRM role of line managers evidence based HRM e HRM and the gender pay gap further case studies and updated content covering the latest research and developments Armstrong's Handbook of Human Resource Management Practice is aligned with the

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Human Resource Management at Work Mick Marchington, Adrian Wilkinson, 2005 This new 3rd edition of the best selling text People Management Development Human Resource Management at Work is the complete text for anyone studying Human Resource Management Combining the latest academic research with practical approaches to managing HR in the workplace the text is thoroughly revised with increased signposting to enhance accessibility a revised structure designed to be more flexible for use on CIPD and non CIPD courses as well as the addition of more international cases Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level A route map at the front of the book will indicate how the text can be used on both CIPD and non CIPD courses to assist lecture preparation TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students taking HRM modules on business and HRM courses

EBOOK: Strategic Human Resource Management: A Balanced Approach Paul Boselie, 2014-02-16 Now in its second edition Strategic HRM A Balanced Approach has been updated and revised throughout to examine the latest in theory and practice Central to its theme is putting HRM in its organizational context and creating a more balanced approach to managing people HR sensitivity To illustrate how understanding context is key to successful strategic HRM this text doesn t offer best practice solutions but takes a critical perspective HRM builds on economics psychology sociology and industrial relations It s a multilevel approach that includes the individual employee teams business units organizations sectors populations and countries Key additions New chapter on talent management New chapter on strategy implementation New cases studies including CERN IKEA and Efteling Major revisions to chapters on achieving the right balance and HR roles Key Features Cases and Discussion Questions provide real world scenarios and issues to illustrate contemporary HR issues in practice Stop and Reflect Boxes throughout each chapter designed to encourage students to critically evaluate topics and issues raised and how they can be applied to real life situations Personal Development Boxes help students think about how to link theoretical concepts with the development of personal skills appropriate to effective HRM Experiential Exercises present Individual and Team tasks at the end of each chapter that can be used as in class exercises encouraging students to learn from direct experiences Chapter Summaries provide links to learning objectives to help students remember key facts concepts and issues They also serve as an excellent study or revision guide References and Further Reading list the literature referred to and highlight sources to help students to research and read around the topic in more depth Strategic HRM A Balanced Approach offers an engaging and comprehensive discussion of the factors that shape Human Resource Management HRM in organizations Paul Boselie is a Professor in Strategic Human Resource Management

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Research in Personnel and Human Resources Management M. Ronald Buckley, Anthony R. Wheeler, John E. Baur, Jonathon R. B. Halbesleben, 2024-09-26 This volume offers several original scholarly contributions written by thought leaders in the field of human resources management

South African Human Resource Management Ben Swanepoel, 2003 South African Human Resource Management focuses on the knowledge and skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective

Strategic Human Resource Management Gary Rees, Paul Smith, 2017-05-27 A research focused introductory text written by a stellar contributor line up including Linda Holbeche Stephen Taylor and Jim Stewart The Second Edition integrates an international perspective using examples and case studies from a broad range of regions and industries including Microsoft Volkswagen and Rolls Royce The 2 new chapters on Culture and Globalisation reflect the contemporary workplace and the future of HR based on Linda Holbeche's latest research is included in the final chapter The book is complemented by a companion website featuring a range of tools and resources for lecturers and students including PowerPoint slides Testbank an Instructor's manual access to SAGE Journal articles and author podcasts Suitable for upper undergraduate and Masters level strategic HRM modules or HRM modules that have a strategic angle

International Human Resource Management Hilary Harris, 2002-09-11 International HRM provides an important contribution to our understanding of the human resource management phenomenon encompassing groundbreaking research both empirical and conceptual on international policy and practice in this rapidly developing area Set within the context of Europe this book brings together a collection of thought provoking papers from European experts in the field adopting a broad and highly up to date approach to topical issues in international HRM Drawing on national experiences from a wide range of countries contributors from Europe examine key issues and debates such as the internationalization of the world economy the increasing importance of IHRM and its

implications for individuals organizations and researchers the divergence convergence of IHRM policies and practices the balance between localization and standardization the dynamics of culture and gender in relation to IHRM This book constitutes a valuable resource for researchers teachers and students in the field of international human resource management

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

A Handbook of Human Resource Management Practice Michael Armstrong, 2006 A fully updated and revised tenth edition of this classic best selling textbook It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development CIPD diploma The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management the Role of the Front Line Manager HR Strategies Developing and Implementing HR Strategies and Learning and Development The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies

Advances in Global Leadership Joyce S. Osland, Mark E. Mendenhall, Ming Li, 2018-12-03 This volume of Advances in Global Leadership updates researchers and practitioners on the state of the field and research gaps Part 1 presents new empirical studies Part II features papers on global leadership development programs offered by universities Contributors range from well known voices to new scholars with fresh perspectives

Encyclopedia of Sustainable Management Samuel Idowu, René Schmidpeter, Nicholas Capaldi, Liangrong Zu, Mara Del Baldo, Rute Abreu, 2023-11-21 This encyclopedia is the most comprehensive and up to date source of reference for sustainability in business and management It covers both traditional and emerging concepts and terms and is fully international in its scope More than 700 contributions of internationally renowned experts provide a definitive access to the knowledge in the area of sustainable and responsible management All actors in the field will find reliable and up to date definitions and explanations of the key terms and concepts of management in this reference work The Encyclopedia of Sustainable Management represents all aspects of management and business conduct It takes sustainability as a management concept that gives due credit to the complexity and diverging constraints in which businesses and corporations act today and it emphasizes and focuses approaches that help ensure that today s management decisions and actions will be the basis for tomorrow s prosperity

Globalizing Human Resource Management Paul Sparrow, Chris Brewster, Hilary Harris, 2004-07-31 Establishing the agenda for global HR this book looks through the eyes of HR professionals themselves It gives a broad

coherent overview of the field of IHRM and a detailed practical analysis of what is needed to be successful in this crucial area of modern management A number of key questions are addressed Does IHRM drive the business agenda more than domestic HRM What is the impact of IHRM on organizational effectiveness What are the keys to success in IHRM Drawing upon current research conducted as part of the Chartered Institute of Personnel and Development s Globalization Research Project the text includes data from surveys of HR professionals and company practice as well as longitudinal case studies *HR Expert Diploma (Master's level) - City of London College of Economics - 15 months - 100% online / self-paced* City of London College of Economics, Overview In this diploma course you will deal with all aspects of Human Resource Management as well as in an international context to become an HR Expert Content Human Resource Management Human Resource Processes Work and Employment Organizational Behaviour Organization Design and Development People Resourcing Performance Management Learning and Development Rewarding People Employee Relations Health Safety and Employee Well being HR Policies Procedures and Systems Example of Employee Engagement and Commitment Survey Example of Performance Management Survey Example of Reward Survey Learning and Development Activities and Methods HRM in Europe HRM in East Asia HRM in Developing Countries Composing an International Staff Women s Role in International Management And much more Duration 15 months Assessment The assessment will take place on the basis of one assignment at the end of the course Tell us when you feel ready to take the exam and we ll send you the assignment questions Study material The study material will be provided in separate files by email download link **Research Methods in Human Resource**

Management Valerie Anderson,Rita Fontinha,Fiona Robson,2019-12-03 Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation It covers the planning and execution of HRM research projects from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results Filled with international examples to provide a global perspective this fully updated 4th edition of Research Methods in Human Resource Management balances theoretical frameworks and practical guidance Fully updated throughout this edition now includes increased discussion of methodological issues more real life examples and international case studies and best practice sample literature reviews and write ups Review and Reflect sections at the end of each chapter help to consolidate learning and explain how it can aid professional development This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective and multiple choice questions and a glossary of terms help students understand the key concepts and use the terminology confidently Online supporting resources for lecturers include an instructor s manual and lecture slides and there are annotated web links further reading and new reflective questions for students Fresh Perspectives: Human Resource Management : UJ Custom Publication ,2009

Handbook of Research on Comparative Human Resource Management Chris Brewster,Wolfgang Mayrhofer,Elaine Farndale,2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human

Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world. Handbook of Human Resource Management in Emerging Markets Frank Horwitz, Pawan Budhwar, 2015-02-27. The economic growth of emerging markets has been unparalleled in recent history, accounting for 50 per cent of global economic output. Despite this reality, this much-needed Handbook is the first contemporary book on human resource management. HRM res

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