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project, or team. Managers are constantly faced with HRM issues, problems, and decisionmaking and the text's primary goal is to show how Page 3/105

must be a human resource problem solver and diagnostician. This book pays attention to the application of HRM approaches in Page 4/105

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assumption, then is that 8th all managers are accountable to their organizations in terms of the impact of their HRM activities. and they are expected to add value by managing their

Get Free Human Resource peopleement effectively. 8th They also are accountable to their peers and to their subordinates in terms of the quality of work life that they are providing"--This best-Page 45/105

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management is necessary for a firm to gain true competitive advantage. The three challenges companies face are the global challenge, the challenge of meeting Page 47/105

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resources for the general population. A comprehensive instructor's manual. test bank. PowerPoint presentation and a complete Online Learning Center make course preparation easy. Functions. Applications, and Skill Development Strategy, People,

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the latest research information and a fundamental knowledge about the theory and practice of HRM. Emerging trends and issue that have significant implications for HRM are highlighted throughout the material. These include offshore
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work, the effects of the global economic downturn and diversity among others. Throughout the text, the authors address the key categories of challenges faced by businesses today: namely managing for globalisation, innovation, Page 70/105

sustainability, attracting and retaining talent. Human Resource Management addresses the realworld challenges for HRM in Australia and Asia-Pacific region by providing recent, local examples. Provides theoretical

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to the study of human resource management (HRM). The authors provide the conceptual background and content necessary to understand the relevant issues in HRM, along with individual and group exercises that require the application of chapter content to Page 74/105

specific problems designed to develop critical personal competencies. Students 'learn by doing" by participating in experiential exercises that require the application of HRM knowledge expected of practicing managers and HR
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employees, and the community in which it does business. Value includes profits as well as employee growth and satisfaction, creation of new jobs, contributions to community programs, protection of the

environment, and nnovative use of new technologies Each chapter includes several different pedagogical features, 'Best Practices' provides examples of companies whose HR activities work Page 90/105

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Fach feature includes questions to assist students with critical thinking and to spark classroom discussions"--A McGraw-Hill Custom Publication Prepared for Department of Management and

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Realism, understanding. and critical thinking were important in the revision. Users have continuously been satisfied with the consistent writing style and level of presentation. Helps you teach

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management of human resources. can help companies gain a competitive advantage. Human Resource Management: Gaining a Competitive Advantage was developed to teach students how to Page 99/105

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all major nt personnetill 8th functions. This allows the HR manager to communicate with senior management in the quantitative business language senior management understands. It also helps HR
Page 104/105

Managers make tough decisions ranging from how many additional staff people to hire, and how much to spend on a training program.