

Human Resources Management Gary Dessler 12th Edition

For introductory courses in human resource management. Foundations in management beyond the HR department Fundamentals of Human Resources Management supports human resources training for all students of management -- not just HR managers. The text presents a wide range of HR topics within a single semester of material, and a wealth of functional examples and applications. Fundamentals is also the first text of its kind to make talent management processes a core study. This 5th Edition has been updated with practical personnel techniques, real company examples, and new material on business sustainability. Each chapter touches on important recurring themes in management, including employee engagement tactics, small/global business management, employment law features, and positive employee relations, to help students become stronger and more effective managers. Also available with MyLab Management By combining trusted authors' content with digital tools and a flexible platform, MyLab personalizes the learning experience and improves results for each student. Note: You are purchasing a standalone product; MyLab Management does not come packaged with this content. Students, if interested in purchasing this title with MyLab, ask your instructor to confirm the correct package ISBN and Course ID. Instructors, contact your Pearson representative for more information. If you would like to purchase both the physical text and MyLab Management, search for: 013489040X / 9780134890401 Fundamentals of Human Resource Management Plus MyLab Management with Pearson eText -- Access Card Package, 5/e Package consists of: 0134740211 / 9780134740218 Fundamentals of Human Resource Management 0134743431 / 9780134743431 MyLab Management with Pearson eText -- Access Card -- for Fundamentals of Human Resource Management 7 Skills for the Future.

For courses in Management. Human Resource Management provides students with the daily tools and skills they need to function as successful managers--in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing. The 15th Edition focuses on the positive impacts technology has had on the HR field. The ability to vet potential employees on the Internet shifts more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavours for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares students with everything they need to be successful managers and HR personnel in the 21st century. The full text downloaded to your computer With eBooks you can: search for key concepts, words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf (available as a free download), available online and also via the iPad and Android apps. Upon purchase, you will receive via email the code and instructions on how to access this product. Time limit The eBooks products do not have an expiry date. You will continue to access your digital ebook products whilst you have your Bookshelf installed.

Three experts in Human Resources introduce a measurement system that convincingly showcases how HR impacts business performance. Drawing from the authors' ongoing study of nearly 3,000 firms, this book describes a seven-step process for embedding HR systems within the firm's overall strategy--what the authors describe as an HR Scorecard--and measuring its activities in terms that line managers and CEOs will find compelling. Analyzing how each element of the HR system can be designed to enhance firm performance and maximize the overall quality of human capital, this important book heralds the emergence of HR as a strategic powerhouse in today's organizations.

Fundamentals of Human Resource Management with CD & Powerweb

Modern Concepts and Techniques

Human Resources Management in Canada, Thirteenth Canadian Edition, Loose Leaf Version

Human Resources Management in Canada

Fundamentals of Human Resource Management

A Framework for Human Resource Management provides readers and practicing managers with a concise yet thorough review of essential HR management concepts—including fundamental practices, methods, topics, and relevant legal findings—in a highly readable and accessible format.

Human Resource Management provides students with the daily tools and skills they need to function as successful managers—in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing. The fifteenth edition focuses on the positive impacts technology has had on the HR field. The ability to vet potential employees on the Internet shifts more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavours for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares students with everything they need to be successful managers and HR personnel in the 21st century.

This text is designed to provide authoritative and accurate information on HR-related responsibilities and personnel management by focusing on practical applications, concepts, and techniques that all managers can use in business.

The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realizing economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

The Essentials, Fifth Canadian Edition, Loose Leaf Version

Human Resource Management

Fundamentals of Human Resource Management Plus MyManagementLab with Pearson eText

MyLab Management with Pearson eText -- Access Card -- for Human Resource Management

For introductory courses in Human Resource Management. Fundamentals of Human Resources Management supports human resources training for all students of management—not just HR managers. The text presents a wide range of HR topics within a single semester of material, and a wealth of functional examples and applications. Fundamentals is also the first text of its kind to make talent management processes a core study. This Fourth Edition has been updated with practical personnel techniques, real company examples, and new material on business sustainability—and each chapter now touches on important recurring themes in management, including employee engagement tactics, small/global business management, employment law features, and positive employee relations. The full text downloaded to your computer. With eBooks you can: search for key concepts, words and phrases make highlights and notes as you study share your notes with friends Print 5 pages at a time Compatible for PCs and MACs No expiry (offline access will remain whilst the Bookshelf software is installed. eBooks are downloaded to your computer and accessible either offline through the VitalSource Bookshelf (available as a free download), available online and also via the iPad/Android app. When the eBook is purchased, you will receive an email with your access code. Simply go to <http://bookshelf.vitalsource.com/> to download the FREE Bookshelf software. After installation, enter your access code for your eBook. Time limit The VitalSource products do not have an expiry date. You will continue to access your VitalSource products whilst you have your VitalSource Bookshelf installed.

Offers students a comprehensive understanding of HRM theory, skills and application - a perfect fit for a one semester unit. The authors reflect on current HRM issues such as diversity, flexibility, equity, globalisation, the regulatory environment, and IT. J Griffiths, La Trobe University and B Lloyd-Walker, Victoria University.

Whether you are a newly promoted manager, a seasoned business owner, or a human resources professional, knowing the ins and outs of dealing with HR issues is critical to your success. The Essential HR Handbook is a quick-reference guide that sheds light on the issues that keep managers up at night. It is filled with information, tools, tips, checklists, and road maps to guide managers and HR professionals through the maze of people and legal issues, from recruiting and retaining the best employees to terminating poor performers. With this book, You'll learn how to effectively and efficiently: Individually manage each employee, starting on his or her first day. Manage a multi-generational workforce. Appraise job performance. Coach and counsel. Provide equitable pay, benefits, and total rewards strategies. Identify legal pitfalls and stay out of court. The Essential HR Handbook is the one HR guide every manager needs on his or her desk!

This classic, readable book does the best job at covering the current issues within HRM, and provides a complete, comprehensive review of essential personnel management concepts and techniques. Considering the intensely competitive nature of business today, this book focuses on practical applications that all managers can use to deal with their HR-related responsibilities, while being able to defend their plans and contributions in measurable terms. A five-part format begins with an introduction, and then covers recruitment and placement, training and development, compensation, and labor relations and employee security. For all human resource personnel and managers.

Human Resource Managemen Mylab Combo Access Card

Fundamentals of Human Resource Management, Student Value Edition

Enhanced ebook for Human Resource Management [Global Edition]

Personnel Management

Human Resource Management Pearson Etext Combo Access Card

Conflict in the workplace is a perennial problem for organizations. Whether it's a disagreement between colleagues, a dispute with management or large-scale industrial action, conflict negatively affects both people and profits as employee morale and productivity fall. Managing Conflict is an essential guide for HR professionals needing to tackle these problems by not only resolving current issues but also preventing future instances of conflict. Going beyond interpersonal conflict, the book also looks at resolving board room disputes, disputes with shareholders, in the supply chain, commercial disputes and customer complaints. The first part of Managing Conflict covers the causes and costs of conflict, the impact of the psychological contract and the legal framework for managing workplace disputes both in the UK and internationally. The second part of the book provides a blueprint for redefining resolution and building a culture of constructive conflict management, from designing a conflict management strategy and developing a formal resolution process to embedding mediation, engaging stakeholders and training managers in resolution skills. It also includes conflict resolution toolkits for managers, HR teams, employees and unions to help tackle conflict and bullying at work. Packed with best practice case studies from major UK and global organizations, this is an indispensable guide for all HR professionals looking to resolve conflict in the workplace.

Co-written by an HR lecturer and an HR practitioner, this introductory textbook provides academic and practical insights which convey the reality of human resource management. The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory, and brings the subject to life.

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The Essentials

7 Skills for the Future

The HR Scorecard

Sustainability and Human Resource Management

Human Resources Management/ Mymanagementlab Pack

Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

Dessler: Preparing today's students to be tomorrow's HR Professionals Management of Human Resources: The Essentials, Fourth Canadian Edition, brings both human resources and non-human resources students into the current and comprehensive discussion on the ways in which human resources are among the most important assets in organizations today. The Canadian fourth edition provides extensive coverage of all HRM topics, such as job analysis, HR planning, recruitment, selection, orientation and training, career development, compensation and benefits, performance appraisal, health and safety, and labour relations. Note: If you are purchasing an electronic version, MyManagementLab does not come automatically packaged with it. To purchase MyManagementLab, please visit www.MyManagementLab.com or you can purchase a package of the physical text and MyManagementLab by searching for ISBN 10: 0133807339 / ISBN 13: 9780133807332.

Note: If you are purchasing an electronic version, MyManagementLab does not come automatically packaged with it. To purchase MyManagementLab, please visit www.MyManagementLab.com or you can purchase a package of the physical text and MyManagementLab by searching for ISBN 10: 0133125319 / ISBN 13: 9780133125313. Human Resources Management in Canada gives an in-depth look at the key topics covered in an introductory course, balancing theory and practice. Appropriate for both future HR Professionals and future line managers, it references the RPCs that are necessary for certification while balancing this with the line manager's perspective, showing the importance of HRM in daily interactions and in achieving corporate objectives.

For courses in management. This ISBN is for the Pearson eText combo card, which includes the Pearson eText and loose-leaf print edition (delivered by mail). Modern human resources: technology, social media, and management Human Resource Management provides students with an introduction to the daily tools and skills they'll need to function as successful managers -- in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms. The 16th Edition focuses on the positive impacts technology has had on the HR field. For example, the ability to vet potential employees on the internet has shifted more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavors for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares students with everything they need to be successful managers and HR personnel in the 21st century. Pearson eText is a simple-to-use, mobile-optimized, personalized reading experience that can be adopted on its own as the main course material. It lets students highlight, take notes, and review key vocabulary all in one place, even when offline. Seamlessly integrated videos and other rich media engage students and give them access to the help they need, when they need it. Educators can easily customize the table of contents, schedule readings and share their own notes with students so they see the connection between their eText and what they learn in class -- motivating them to keep reading, and keep learning. And, reading analytics offer insight into how students use the eText, helping educators tailor their instruction. NOTE: Pearson eText is a fully digital delivery of Pearson content and should only be purchased when required by your instructor. This ISBN is for a Pearson eText access code plus a loose-leaf print edition (delivered by mail). In addition to your purchase, you will need a course invite link, provided by your instructor, to register for and use Pearson eText.

Linking People, Strategy, and Performance

Human Resources Management in Canada, Thirteenth Canadian Edition

A Practical Guide to Resolution in the Workplace

A Framework for Human Resource Management

Global and Southern African Perspectives

This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-based coverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes aglobal chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directed work teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and how organizational commitment affects production, quality, and service.

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Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code. Check with the seller prior to purchase. -- Directed primarily toward undergraduate courses in human resource management, this text also provides practical content to current and aspiring industry professionals. Fundamentals of Human Resource Management covers a wide range of HR topics and shows readers the importance of human resource management within the restraints of a compact semester. Offering a wealth of functional examples and applications, this text emphasizes the notion that all managers need basic human resource management skills. This edition is the first text on the market to build its core around the talent management process--which the author defines as the goal-oriented and integrated process of planning, recruiting, developing, managing, and compensating employees. Note: This is the standalone book, if you want the book/access card order the ISBN below: 013335508X / 9780133355086 Fundamentals of Human Resource Management Plus MyManagementLab with Pearson eText -- Access Card Package Package consists of: 0132994909 / 9780132994903 Fundamentals of Human Resource Management 0133020215 / 9780133020212 MyManagementLab with Pearson eText -- Access Card -- for

Fundamentals of Human Resource Management

Human Resource ManagementPearson Educación

Provides a brief introduction to human resource management. This book focuses on the uses of human resources for the general population. A comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center make course preparation easy.

Human Resource Management 11Th Ed.

Managing Conflict

Developing Sustainable Business Organizations

Adaptability, Critical Thinking, Empathy, Integrity, Optimism, Being Proactive, Resilience

Human Resource Management Pearson Etext Access Card

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Frank, a Political Monster: 12 Rules to Succeed in Organizations portrays the story of a remarkable man from a poor neighborhood in Caracas, Venezuela. Frank was born and raised in a household full of love, dysfunctionality, intellectuality, hunger, violence, alcohol, European customs, laughter, tears, death, and more death. By a gracious miracle, Frank ended up breaking the cycle of poverty and becoming a civil engineer, a highly successful manager in the private sector, a husband, a father, an ambitious and tenacious entrepreneur, a shrewd politician, and one of the most admired and respected persons in the country. Sadly, the demons from the past never completely left Frank and ended up destroying most of his life's accomplishments. This is a story full of ups and downs, life lessons, and mostly of an unlimited desire for chasing one's dreams.

This title is a Pearson Global Edition. The Editorial team at Pearson has worked closely with educators around the world to include content which is especially relevant to students outside the United States. For courses in management. Modern human resources: technology, social media, and management Human Resource Management provides students with an introduction to the daily tools and skills they'll need to function as successful managers -- in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introductio.

Management of Human Resources

Dessler

Fundamentals of Human Resource Management, eBook, Global Edition

A Quick and Handy Resource for Any Manager or HR Professional

Introduction to Human Resource Management

Modern human resources: technology, social media, and management. Human Resource Management provides students with an introduction to the daily tools and skills they'll need to function as successful managers -- in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms. The 16th Edition focuses on the positive impacts technology has had on the HR field. For example, the ability to vet potential employees on the internet has shifted more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavors for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares students with everything they need to be successful managers and HR personnel in the 21st century. For courses in management . Pearson eText is a simple-to-use, mobile-optimized, personalized reading experience that can be adopted on its own as the main course material. It lets students highlight, take notes, and review key vocabulary all in one place, even when offline. Seamlessly integrated videos and other rich media engage students and give them access to the help they need, when they need it. Educators can easily customize the table of contents, schedule readings and share their own notes with students so they see the connection between their eText and what they learn in class -- motivating them to keep reading, and keep learning. And, reading analytics offer insight into how students use the eText, helping educators tailor their instruction. NOTE: This ISBN is for the Pearson eText access card. For students purchasing this product from an online retailer, Pearson eText is a fully digital delivery of Pearson content and should only be purchased when required by your instructor. In addition to your purchase, you will need a course invite link, provided by your instructor, to register for and use Pearson eText.

Dessler: Preparing today's students to be tomorrow's HR Professionals Human Resources Management in Canada gives an in-depth look at the key topics covered in an introductory course, balancing theory and practice. Appropriate for both future HR Professionals and future line managers, it references the RPCs that are necessary for certification while balancing this with the line manager's perspective, showing the importance of HRM in daily interactions and in achieving corporate objectives. Note: You are purchasing a standalone product; MyManagementLab does not come packaged with this content. Students, if interested in purchasing this title with MyManagementLab, ask your instructor for the correct package ISBN and Course ID. Instructors, contact your Pearson representative for more information. If you would like to purchase both the physical text and MyManagementLab, search for: 0134376927 / 9780134376929 Human Resources Management in Canada, Thirteenth Canadian Edition Plus MyManagementLab XL with Pearson eText -- Access Card Package, 13/e Package consists of: 0134005449 / 9780134005447 Human Resources Management in Canada, Thirteenth Canadian Edition 0134308344 / 9780134308340 MyManagementLab XL with Pearson eText -- Valuepack Access Card -- for Human Resources Management in Canada, Thirteenth Canadian Edition

Offers select, condensed, and thoroughly updated coverage rewritten from the authors' best-selling 'big' book Human Resource Management, 7/e.*Offers an intensive, concise and succinct overview of human resource management - perfect for 'modular' courses*Provides users with the essential working vocabulary and knowledge they will need for the human resources parts of their management jobs*Global Issues in HR' sections in every chapter emphasize the importance of knowing how the practices may apply in different parts of the world

Essentials of Human Resource Management

Human Resource Management, eBook, Gobal Edition

The Essential HR Handbook

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