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[Human Resource Management by Gary Dessler](#)

Gary Dessler has degrees from New York University, Rensselaer Polytechnic Institute, and the Baruch School of Business of the City University of New York. Dr. Dessler ' s best-selling Human Resource Management is also available in more than 10 languages including Russian and Chinese.

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Human resource management is defined as a system of activities and strategies that focus on successfully managing employees at all levels of an organization to achieve organizational goals (Byars & Rue, 2006). Employees are the human resources of an organization and its most valuable asset. To be successful, an organization must make

[CHAPTER What Is Human Resource Management? 1](#)

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According to French Wendell -- " Human Resource Management is the recruitment, selection, development, utilisation of and accommodation to human resources by organisations. " . The human resources of an organisation consist of all employees working at different levels in the organisation.

[Definition of Human Resource Management](#)

7. Reward systems management 115 8. Human resource development 127 9. Employee relations 143 10. Talent and competency based human resource management 163 11. International human resource management 179 12. Recruitment and performance appraisal in the public sector 189 13. Recruitment and retention of human resource for health 201 14.

[Fundamentals of human resource management](#)

Chapter 11 1. John M. Moore, " The Role Relocation Plays in Management Development, " Personnel Administration (December 1982): 31 – 34. 2. Terry L. Leap and Michael D. Crino, Personnel and Human Resource Management (New York: Maxwell Macmillan International Editions, 1990), p. 309. 3. Gary Dessler, Human Resource Management (Delhi: Pearson Education, 2005), pp. 285 – 286.

[Chapter 11 - Human Resource Management \[Book\]](#)

Human resource management is the organizational function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training.

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 Resources Management

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.

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 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.

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

Fundamentals of Human Resource Management 1/e, is the first human resource management text that is built from the ground up to address the new guidelines set forth by the Society for Human Resource Management (SHRM). The book has a modular approach, with an emphasis on integrating HR Content, Personal Competencies, and relevant Business Applications.

An accessible introduction written by a stellar contributor line up of world-renowned lecturers and practitioners in the field (including Linda Holbeche, Stephen Taylor and Jim Stewart)

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.

Human Resource Management provides students with an introduction tothe daily tools and skills they ' ll need to function as successful managers --in both human resources and business in general. With a practical approach, thetext explores the evolution of the field, highlighting the introduction ofrevolutionary new technologies and social media platforms. The 16th Edition focuses on the positive impacts technologyhas had on the HR field. For example, the ability to vet potential employees onthe internet has shifted more HR responsibilities to managers, leaving HRdepartments with more time to carry out strategic, long-term endeavors forboosting employee performance and engagement. With a heavy focus on emergingindustry trends, the text prepares students with everything they need to besuccessful managers and HR personnel in the 21st century.

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