

FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT

MANAGING PEOPLE AT WORK

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Torrington Et Al Human Resource Management

Andrew Dainty, Martin Loosemore



Torrington Et Al Human Resource Management:

Fundamentals of Human Resource Management Derek Torrington, 2009 The academic and professional careers of many thousands of HRM students and managers have been underpinned by their reading of Torrington et al's long standing comprehensive and market leading text *Human Resource Management*. Now this same author team has developed a brand new concise text *Fundamentals of HRM* aimed primarily at students who are studying for general business and management degrees or who are studying HRM as part of a combined honours degree with another discipline in arts languages humanities or sciences. Adopting the same accessible and practical perspective on the discipline the book focuses on the core responsibilities of people management which every manager will have to undertake and understand. A section on skills such as interviewing coaching and performance appraisal supports this practical approach.

Human Resource Management Derek Torrington, Laura Hall, Stephen Taylor, 2008 This text seeks to help students understand the dynamic and exciting environment of human resources HR management and the complex decisions that all managers must make when managing employees.

Human Resource Management Derek Torrington, Laura Hall, Stephen Taylor, Carol Atkinson, 2014 For three decades this text has been the leading introduction to HRM for students at all levels including those on CIPD accredited courses. It is renowned for its readable and engaging style making studying more efficient. Comprehensively covering all major areas of the field this edition has been updated with the issues and debates facing HRM today.

An Introduction to Human Resource Management Nick Wilton, 2010-09-15 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context. Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM. Includes accessible learning features to help you best explore the material including research ethics and international insight boxes chapter summaries and objectives self test questions recommended reading end of chapter case studies. An accompanying companion website www.sagepub.co.uk wilton provides you with full text journal articles extended case studies weblinks and a glossary. The website also provides an instructor's manual PowerPoint slides and a multiple choice test bank for lecturers. This book is essential reading for undergraduate postgraduate and MBA students as well as those studying for their CIPD qualifications. Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England. Well researched well written and is clearly signposted and structured for the reader. The learning objectives at the outset of every chapter act as a clear guide for each topic explored. Additional references and further reading are also offered to the student seeking deeper knowledge. Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice. Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources.

Denise Bagley Principal Lecturer in Human Resource Management London South Bank University

Human Resource Management and Technical Change

Professor Jon Clark,1993-06-10 What role do human resource managers play in the processes of technical change in organizations What opportunities or constraints are presented by different dimensions of technical change How does technical change affect such issues as job design supervision total quality management team working increased flexibility skills training and employee involvement In addressing these central themes and debates this book provides a systematic analysis of the relations between technical change and human resource management HRM The contributors draw on research and case studies to clearly demonstrate that effective technical change in organizations is integrally related to effective HRM as much by general and line managers as by specialist personnel managers *Human Resource Management for the Hospitality and Tourism Industries* Dennis Nickson,2007 Dennis Nickson takes an integrated look at HRM policies and practices in the tourism and hospitality industries Utilising existing human resource management theory and practice it contextualises it to the tourism and hospitality industries by looking at the specific employment practices of these industries

Human Resource Management Practices in the Church Lionel Gibson,2010-04 **Introduction to Human Resource Management** Paul Banfield,Rebecca Kay,2012-02-09 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 *Human Resource Management: The Key Concepts* Chris Rowley,Keith Jackson,2010-10-04 text A concise jargon free guide that covers the main practices and theories that constitute human resource management HRM The entries defined and discussed by a range of international contributors are drawn from following areas Employee resourcing The management of employee rewards Developing employees Maintaining good employee relations Tackling emerging issues in the workplace text Fully cross referenced with suggestions for further reading throughout this book is a valuable reference for students and professionals seeking to understanding more about the what why and how of HRM Strategic Human Resource Management Gary Rees,Paul Smith,2017-05-01 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

Differences and Similarities Between International and Domestic Human Resource Management Timo Beck,2011-03 Scientific Essay from the year 2010 in the subject Business economics Personnel and Organisation grade 1 0 University of St Andrews course Managing People in Global Markets language English abstract The primary cause of failure in multinational ventures stem from a lack of understanding of the essential differences in managing human resources in foreign environments Desatnick and the quality of management seems to be even more critical in international than in domestic operations e g Monks et al 2001 Due to the importance of the topic there has been a significant amount of research on IHRM in recent years Some of the major debates are concerned with the development of models and concepts of strategic international human resource management SIHRM e g Schuler Tariq 2007 and the question whether successful domestic HR

strategies can be applied in a global context e.g. Schuler Jackson 2007 162 The aim of this essay is to compare domestic human resource management (DHRM) with the concept of IHRM. After briefly defining the key terms the author will outline both concepts and identify all major similarities and differences. At the end, some final conclusions.

Human Resource Management in Construction Andrew Dainty, Martin Loosemore, 2013-05-07 The construction sector is one of the most complex and problematic arenas within which to manage people. As a result, the applicability of much mainstream human resource management (HRM) theory to this industry is limited. Indeed, the operational realities faced by construction organizations mean that all too often the needs of employees are subjugated by performance concerns. This has potentially dire consequences for those who work in the industry for the firms that employ them and ultimately for the prosperity and productivity of the industry as a whole. In this new edition of their leading text, Andrew Dainty and Martin Loosemore have assembled a collection of perspectives which critically examine key aspects of the HRM function in the context of contemporary construction organizations. Rather than simply update the previous edition, the aim of this second edition is to provide a more critical commentary on the ways in which the industry addresses the HRM function and how this affects those who work within the industry. To this end, the editors have gathered contributions from many of the leading thinkers within construction HRM to critique the perspectives presented in the first edition. Each contributor either tackles specific aspects of the HRM function or provides a critical commentary on industry practice. The authors explain, using real-life case studies, the ways in which construction firms respond to the myriad pressures that they face through their HRM practices. Together, the contributions encourage the reader to rethink the HRM function and its role in defining the employment relationship. This provides essential reading for students of construction and project management and reflective practitioners who are interested in theoretically informed insights into industry practice and its implications.

An Introduction to Human Resource Management John Stredwick, 2005 An Introduction to Human Resource Management provides a balanced introduction to the complex world of human resource management. This straightforward and accessible text takes the reader through both practical and theoretical aspects of the subject and is ideal for those studying HRM for the first time. This textbook combines the main theoretical underpinning for the subject area with a large number of practical examples and cases to assist the learning process. It is divided into 12 chapters to provide one topic a week on a modular course but may be extended into two semesters. A lecturer's supplement accompanies the text. This new edition covers many areas of legislation, especially in the field of equal opportunities, employee rights in flexible working and in employee relations generally. Many new cases and examples of research have been added, including rich sources from the international field. The majority of the case studies are real-life cases from published sources or from the author's experience. It has been extensively revised to place a greater emphasis on the role of Human Resources in improving organisational and employee performance. There is a focus on practical research and the book is clear, concise and comprehensive. An Introduction to Human Resource

Management is intended for first degree students studying the subject as part of a modular degree course or for students on a foundation degree in Business Studies It can also be valuable on post experience courses such as certificate or diploma courses in management studies or as part of the MCI series of qualifications

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 New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking Accompanying online resources for this title can be found at bloomsburyonlineresources.com/human-resource-management-in-a-global-context These resources are designed to support teaching and learning when using this textbook and are available at no extra cost

Contemporary Human Resource Management Adrian Wilkinson, Tony Dundon, 2021-05-05 Written by experts in the field this well established book provides a critical and academically rigorous exploration of the key functions practices and issues in HRM today The first part of Contemporary Human Resource Management covers fundamental HRM practices while the second half examines contemporary themes and issues such as work place bullying flexibility and emotion at work Each chapter contains two thought provoking case studies encouraging readers to identify examine and apply key concepts to real world examples This substantially revised sixth edition includes three completely new chapters and case studies on HRM in SMEs The Future of Work Employee Wellbeing

Strategic Human Resource Management Catherine Truss, David Mankin, Clare Kelliher, 2012-01-19 This new text takes a fresh look at strategic HRM for the 21st century The well respected author team incorporate cutting edge research into an eminently student friendly format The book is packed with case studies including a large number based on original interviews with organisations

Responsible Human Resource Management Katy Marsh-Davies, Michelle Blackburn, 2025-10-25 Designed for Human Resource and Business Management students this book

focuses on Diversity Equality and Inclusion ethics and sustainability and how these are achieved through Responsible Human Resource Management It features examples and case studies from public private and third sector organizations operating in both local and international contexts Key features include Critical HR topics such as neurodiversity and menopause in the workplace Green HRM gig and hybrid working Insights into the future of human resource management and the role of new technologies including Artificial Intelligence in ethical decision making A range of current thought provoking features including windows on practice Responsible HRM in the media and ethical dilemmas that act as catalysts for critical thinking Katy Marsh Davies is Graduate Research Director and Senior Lecturer in HRM at Hull University Business School Michelle Blackburn is a Chartered Fellow of the CIPD and her previous roles have included Principal Lecturer in HRM at Sheffield Business School

Studying Human Resource Management Stephen Taylor, Carol Woodhams, 2016-05-24 Written by experts in the field with a wealth of academic and practical experience Studying Human Resource Management is essential reading for all those studying the CIPD Level 5 Intermediate qualification in HRM With its discussion of studying HRM managing and co ordinating the HR function and business issues in the context of HR this is also invaluable reading for all students on undergraduate HRM and Business and Management degrees Studying Human Resource Management also has extensive coverage of developing professional practice and using information in HR and now includes additional material on the HR function as well as new coverage of the job of the HR manager Supported by brand new online resources including videos podcasts and interactive multiple choice questions as well as an instructor s manual lecture slides and additional case studies this is a crucial book for all those teaching and studying human resource management

Human Resource Management in Context David Farnham, 2015-02-13 HR functions within both internal and external contexts The understanding of both contexts is crucial for comprehending how and why they drive HR strategies and practices in organizations as well as the rules and structures within which they work Built around five major themes which impact upon the HR function and mapping to the CIPD Level 7 Advanced module of the same name Human Resource Management in Context enables students to understand the complex and changing organizational context in which HR operates today by providing a comprehensive breakdown of the concepts theories and issues from globalization and government policy to demographic social and technological trends This fully updated 4th edition of Human Resource Management in Context includes a range of pedagogical features balancing theory with practical analysis to form an engaging insight into the strategic side of HR It includes enhanced emphasis on the impact of the external environment on the HR profession a discussion of the impact of technology and social media increased coverage of ethics and CSR and links to the HR Profession Map Online supporting resources for lecturers include an instructor s manual lecture slides annotated web links and guidance for the chapter activities

Human Resource Management for Hospitality, Tourism and Events Dennis Nickson, 2013-08-29 Please note this title will publish in January 2012 This textbook explores the policies and practices employed in the management of people

working in the tourism hospitality and events industries It considers the nature of these industries and the varied approaches that organizations take with the handling of matters such as recruitment health and welfare and remuneration This book is enriched with topical case studies that describe and illustrate the human resource management behaviour of airlines hotel chains and other international companies in the sector providing real world industry perspective With a clear reader friendly layout containing chapter outlines and objectives and examples of best practice this is the ideal guide to HRM for any student on a hospitality tourism or related course

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