

Human Resource Management Torrington 8th Edition

Human Resource Management Human Resource Management Fundamentals of Human Resource Management Managing People Human Resource Management with Human Resource Management Simulation-Revised Personnel Management Human Resource Management with Business Dictionary Reassessing Human Resource Management Value Pack Global Human Resource Management Policy and Practice in European Human Resource Management Personnel Management Valuepack Human Resource Management The Strategic Managing of Human Resources The Strategic Managing of Human Resources New Perspectives on Human Resource Management (Routledge Revivals) Sustainable Human Resource Management Managing to Manage Realities Of Human Resource Management Derek Torrington Derek Torrington Derek Torrington Derek Torrington Derek Torrington Paul Blyton Peter Turnbull Derek Torrington Willy McCourt Chris Brewster Derek Torrington Derek Torrington Derek Torrington John Leopold Lynette Harris John Storey Carolina Machado Derek Torrington Sisson , Keith

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for undergraduate business and management courses as well as cipd accredited courses develop skills to put theory into practice using academic research and current issues human resource management 11th edition by torrington hall taylor and atkinson is praised for its comprehensive scope of topics coverage of important hrm issues and succinctness it is a great introduction to human resources for students pursuing undergraduate business and management courses as well as those on cipd accredited courses human resource management helps those aspiring to or working in hr or management

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

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

presenting a personnel management philosophy supported by evidence of practice this book provides emphasis on performance career development skills and managing diversity the strategic aspects and the skills involved in hrm are examined an ipbb edition is available

drawing on a wide range of organizational examples this book brings a new balance to assessing the role and impact of hrm it looks at the core assumptions of an hrm perspective and at what happens when organizations seek to implement hrm the contributors show that there are a number of tensions and contradictions inherent in an hrm concept that raise central issues for practice they demonstrate that hrm is one approach to employee management that will tend to prevail in certain contexts and conditions rather than universally specific themes include hrm and competitive success organizational culture and hrm hrm flexibility and decentralization reward management and hrm hrm just in time manufacturing and new

technology hrm and trade unions hrm as the management of managerial meaning

this multi pack consists of human resource management 5th edition by derek torrington laura hall steven taylor isbn 0273646397 and employee relations 2nd edition by graham hollinshead stephanie tailby peter nicholls isbn 0273655868 human resource management is the most comprehensive and accessible text available for those studying the subject at undergraduate or postgraduate level it also meets the needs of those seeking to qualify as members of the chartered institute of personnel and development cipd the book is written from a practical management perspective in a clear and engaging style it includes full coverage of operational issues and introduces the major academic debates of relevance to the field the book is divided into six core parts each of which contains chapters focusing on strategy operations and skills numerous learning exercises and activities are included throughout the text and on its companion website this fifth edition has been fully updated to take account of developments in professional thinking academic research and employment legislation the salient developments currently shaping the subject of employee relations from concrete issues such as changes in legislation employment practices or facets of trade union structure and membership to those of a more interpretative nature

global human resource management is a timely and excellent resource and its focus on developing and transitional countries fills something of a gap in the literature it is a welcome addition to the list of resources available to hr managers working in the international scene geoffrey de lacy hr monthly this book presents human resource management hrm as a tool for improving the performance of organizations in developing and transitional countries it does this through the presentation of an integrated model of human resource management informed by the practical realities of applying such a model in developing and transitional countries

individual differences in imaging contains several suggestions for research and how it can be conducted this book is useful for people with an interest in the nature and functions of mental imagery

adopting a human resources approach to and within personnel management this book uses current research to discuss performance management strategy planning cultural aspects sick pay pensions equal opportunities communication interpersonal skills and organizational theories

human resource management 6 e this market leading text provides thorough coverage of all the main areas of human resource management practice with an emphasis placed on the operational issues it examines all the key debates in this area how to success in exams assessments 1 e how to pass exams assessment provides everything a student is likely to need to prepare for and perform well in all types of university assessment and examination

starting from the premise that managing human resources strategically is crucial for long term organizational success this work is essential reading for both future line managers as well as specialist human resource managers

the approach taken by these authors adds something new to the existing market there is a good balance between theory and concepts on one hand and practical applications and cases on the other hand prof dr gerard h m evers professor of human capital valuation tilburg university the netherlands the authors appreciate the critical role that a human resource strategy can and should play in an overall organisational strategy the text encourages the reader to explore the links between management issues and hr strategy marjorie corbridge associate dean curriculum development at the university of portsmouth business school this book is ideal for students of advanced undergraduate modules in hrm masters programmes in hrm cipd specialist electives and mba and dms students starting from the premise that managing human resources strategically is crucial for long term organisational success this book is essential reading for future line managers as well as human resource specialists the authors define human resources as the capabilities and potential that people bring to work organisations they examine the process of negotiation argument conflict and resolution in all human resource exchanges within a range of management issues within this process the authors suggest managers need to make a series of strategic choices among which a direct or an indirect evolving human resource strategy is critical key reasons to read this book an imaginative and engaging running case study examines how theory and practice can be integrated encourages critical reflection of current practices so that students are challenged by what they read a non ethnocentric approach to the subject area makes it ideal for a broad audience forward written by kevan scholes co author of the bestselling exploring corporate strategy about the authors john leopold is professor of human resource management lynette harris is professor of hrm professional practice and tony watson is professor of organisational and managerial behaviour all at nottingham business school nottingham trent university all contributors are teachers researchers and practitioners in the field of hrm

the idea of human resource management has become topical and controversial the term suggests that people in any

organization are an asset to be upgraded and fully utilized rather than merely a variable cost to be minimized this in turn implies that the way in which people are managed is a matter of crucial strategic concern increased international competition has produced various initiatives world wide for new approaches to management in particular human resource management this searching set of interpretations first published in 1983 will be of interest to serious practitioners and students alike

sustainable human resource management policies and practices covers issues related to sustainable human resource management in a context where organizations are continually facing significant challenges related to the continuous change in the market as well as in the environment organized in different chapters the book includes contributions from renowned international researchers in the field of sustainability and organizations and human resource management providing recent research advances on sustainable human resource management it can be used in an undergraduate management and engineering course for example management human resource management industrial manufacturing economics etc or as a subject on human resource management and industrial engineering at the postgraduate level also this book can serve as a useful reference for academics researchers managers and manufacture and industrial engineers as well as all professionals who work in fields related to management and human resource management sustainability and industrial engineering

today s managers often find themselves thrust into hr type situations presenting both challenge and opportunity often struggling to make the right decisions for the business and for the people involved managing to manage provides the essential understanding to cope with the core demands of people management grounding the advice in clear examples and familiar situations split into two parts the book explains the role of the manager and then demonstrates how to fulfil that role taking a practical hands on approach it s packed with unique key concepts which guide the manager through essential skills while forming a quick reference guide for the rest of their careers managing to manage is a comprehensive practical guide tackling all challenges of managing people at work

this book provides a succinct affordable up to date analysis of themes and topics relevant to the management of human resources today it covers issues of critical contemporary importance such as restructuring continuous improvement involvement and participation pay and working time training and development recruitment and selection

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