



# Peers Human Resource Management

**Arthur G. Bedeian**



## **Peers Human Resource Management:**

**Human Resource Management: Managing People at Work**, Human Resource Management Dr. F. C.

Sharma, 2016-12-13 The eBook is authored by proficient Teachers and Professors. The text of the eBook is simple and lucid. The contents of the book have been organised carefully and to the point. *Strategic Approach to Human Resource Management* Tapomoy Deb, 2006 The present book is the most authentic presentation of contemporary concepts, tools and application of human resource management. All the latest developments in the arena have been incorporated. It remarkably differs from the books on the subject written in a conventional manner as it does not attempt to rediscover personnel management under the garb of human resource management. A separate chapter on strategic human resource management is the uniqueness of this book. An attempt has been made to provide for the ambitious students and the inquisitive scholars a comfortable, genuine and firm grasp of key concepts for practical application of human resource management techniques in actual business organisations. Review questions have been provided at the end of each section to help the students prepare well for the examination. In its description of the entire conceptual framework of human resource management, care has been taken to avoid jargons which usually obscure a work of this kind. Another speciality of the book is that it can be used as a textbook by students and as a handbook by HR managers and practitioners. It will be highly useful for the students of MBA, MHRM, MPM, MLW, MSW in HRM and M.Com courses of all Indian universities.

**People Management** Margret Borchert, 2025-01-17 Das Lehrbuch stellt psychonomische Ansätze und Verhaltensmodelle in den Mittelpunkt des People Managements. Diese in der bisherigen Theorie und Praxis zu wenig berücksichtigte Perspektive bietet neuartige Analysegrundlagen für die Beschreibung und das Management des Verhaltens von Beschäftigten in Unternehmen. Um Herausforderungen wie Mitarbeitergewinnung, Leistungs- und Gesundheitsförderung besser zu begegnen. Im ersten Teil des Buches stellt die Autorin die konzeptionellen und theoretischen Grundlagen des People Managements vor. Im zweiten Buchteil werden ausführlich die Vertragsbeziehungen zwischen Unternehmen und Beschäftigten sowie verschiedene Ansätze zur Arbeitsgestaltung beispielsweise Job Characteristics Modell, Job Demands-Resources Theorie beleuchtet. Die Umsetzung Potenziale und Perspektiven von People Management in Wissenschaft und Unternehmenspraxis bilden den thematischen Schwerpunkt des letzten Buchteils. Das Buch richtet sich an BWL- und Wirtschaftspsychologiestudierende im Bachelor und Masterstudium, aber auch an HR-Praktiker. Lernziele zu Beginn sowie Kontrollfragen und Aufgaben am Ende der einzelnen Kapitel unterstützen Studierende bei der Prüfungsvorbereitung. Für den Transfer in die Praxis unterstützen ausführliche Checklisten dabei fundierte Schlussfolgerungen für konkrete Handlungs- und Gestaltungsoptionen abzuleiten. Der Inhalt: People Management, theoretische Erklärungsansätze und praktische Schlussfolgerungen, Herleitung des psychonomischen Verhaltensmodells, Vertrag zwischen Unternehmen und Beschäftigten, Merkmal und prozessorientierte Ansätze zur Arbeitsgestaltung, Umsetzung Potenziale und Perspektiven von People

Management in Wissenschaft und Unternehmenspraxis      **Human Resource Management by Dr. F. C. Sharma** Dr. F. C. Sharma, 2020-08-26

CONTENT 1 Introduction to Human Resource Management 2 Human Resource Policies Procedure and Programmes 3 Challenges of HRM Work Force Diversity Empowerment Downsizing VRS and HR Information System 4 Human Resource Planning 5 Job Analysis Description and Specification 6 Recruitment 7 Selection Test and Interview 8 Placement Introduction and Right Sizing 9 Employee Training 10 Management Executive Development 11 Career Planning and Development 12 Performance Appraisal 13 Job Changes Transfers Promotions and Separations 14 Employee Compensation 15 Job Evaluation 16 Employee Health and Safety 17 Employee Welfare 18 Grievance Handling and Redress Industrial Disputes

**SYLLABUS**

Unit I Human Resource Management Concept and Functions Role Status and Competencies of HR Manager HR Policies Evolution of HRM Emerging Challenges of Human Resource Management Work Force Diversity Empowerment Downsizing VRS HR Information System

Unit II Acquisition of HR Human Resource Planning Quantitative and Qualitative Dimensions Job Analysis Job Description and Job Specification Recruitment Concept and Sources Selection Concept and Process Test and Interview Placement Induction

Unit III Training and Development Concept and Importance Identifying Training and Development Needs Designing Training Programme Role Specific and Competency Management Development Career Development

Unit IV Performance Appraisal Nature and Objectives Modern Techniques of Performance Appraisal Potential Appraisal and Employee Counselling Job Changes Transfers and Promotions Compensation Concept and Policies Job Evaluation Methods of Wage Payment and Incentive Plans Fringe Benefits Performance Linked Compensation

Unit V Maintenance Employee Health and Safety Employee Welfare Social Security Employer Employee Relations an Overview Grievance Handling and Redressal Industrial Disputes Causes and Settlement machinery

**Sustainable Human Resource Management in Tourism** Tom Baum, Ann Ndiuini, 2020-04-11 This book addresses the application of sustainable HRM principles within tourism in the specific context of Africa a neglected area of study It draws on diverse aspects of HRM from the micro individual through the meso level organisational to the macro level policy governmental It also reflects the diverse challenges facing a critical area within emerging African tourism that of its workforce The book is substantially research based and provides a state of the art picture of emergent studies in this area drawing on case examples from a wide range of African contexts As such it provides a comprehensive resource and starts discussion in an emergent research area

**Human Resource Management** Decenzo, Susan S. Pogue, 2001-11      **Human Resources Management**, 1981

**Managing Human Resources in the People's Republic of China** Jacqueline Loo Kay, 1980      *The Strategic Human Resource Management Sourcebook* Lloyd Baird, Craig Eric Schneier, Richard W. Beatty, 1988      Human Resources Management Wendell L. French, 2007

Ideal for management majors who plan to become HRM professionals this highly accessible text presents a conceptual model of the field placing HRM in the overall context of business management Students gain a broad practical understanding of how HRM policies affect the workplace from productivity quality and customer

service to employee morale French addresses timely issues changing the current role of HRM including international topics technology and the Internet social responsibility and performance appraisal Several pedagogical features reinforce the author's conceptual approach to human resources management Chapter ending Experiential Exercises promote group discussion and role playing through real world challenges such as discrimination laws safe healthy work environments and negotiation skills Comprehensive Cases taken from respected publications such as The New York Times and The Wall Street Journal explore contemporary issues in HRM like the new face of organized labor and the implications of an aging workforce New Ethical Perspectives boxes expand on the ethical standards maintained by human resource managers today Topics covered in this new feature include employee healthcare executive incentives and outsourcing A Conceptual Model presents human resource management in the context of the overall management process Students see the connections between HRM policies and organizational outcomes such as customer service productivity quality and employee morale Cartoons with content based captions help students to interpret the concepts and real world issues facing HRM managers International Perspective boxes present current timely issues the pros and cons of outsourcing U S educated immigrants returning home to work and employee involvement in foreign countries Contemporary Perspectives explore HRM topics from managing change and hiring accountability to connecting pay to performance

#### **Human Resources Management and Economic**

**Development in Asia**, 1994      The Human Resources Factor in the Construction Industry Dimitrios Kamsaris, 2011

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