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Human Resource Management R. C. Sharma, Nipun Sharma, 2024-09-30 This textbook introduces readers to an array of concepts and current practices of human resource management HRM It provides an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance

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Human Resource Management Versus Personnel Management Marco Köster, 2007-09 Essay from the year 2002 in the subject Sociology Work Profession Education Organisation grade Grade A University of Manchester Institute for Development Policy and Management language English abstract When the flexible concept of HRM emerged in the 1980s in the times of Thatcherism and Reaganomics it could not help but look more desirable than personnel management Hope Hailey The attractiveness of the theory of managing personnel led to a proliferation of HRM language Nonetheless it remains to be seen if there is more to HRM than only a new and shining rhetoric A number of authors stress the difficulties of identifying clear differences between personnel management and HRM and maintain that the most obvious change is a re labelling process Torrington agrees that a change of label is obvious though one cannot be sure that the content differentiates to any extent However the new terminology may at least rid personnel management from its unfavourable welfare image and other negative connotations and thus save the ailing function of managing personnel from marginalisation Accordingly some HR academics maintain that new labels on old bottles may have their uses even if it is only for marketing purposes Furthermore a valuable contribution of HRM is to direct the attention to regarding people as the key resource of organisations and lending the management of personnel increased importance In this essay the similarities and differences between personnel and HR management are analysed with regard to their theoretical approaches as well as their practical implementation Before sketching the similarities and differences in some detail two different models of HRM the soft and the hard approach will be introduced Finally the question will be examined if HRM models are manipulative and exploitative and a conclusion will summarise the results briefly

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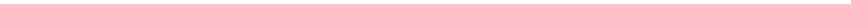
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web densidad edición condensada fue el primer libro publicado dentro de la serie densidad hoy considerada la investigación sobre vivienda colectiva de referencia en todo el mundo la serie analiza proyectos de vivienda colectiva a partir de su aportación a