

Decenzo Human Resource Management 11th Edition

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human resource management gaining a competitive advantage was developed to teach students how to strategically overcome challenges within organizations and gain a competitive advantage for their companies all of the authors have won numerous teaching and prestigious research awards this along with their teamwork and consulting experience delivers a learning program strong in depth and breadth and current in research and practice simply not found in other products

the 11th edition of human resource management helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest the authors provide a strong foundation of essential elements of human resource management as well as a clear understanding of how human resource management links with business strategy through practical applications the authors illustrate the importance of employees on every level of the organization helping students understand hr elements such as recruitment training motivation retention safety the legal environment and how they support successful business strategies

this survey of contemporary human resource management offers a balanced blend of practical realistic perspectives and techniques and the underlying conceptual hr theory

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basic concepts of health care human resource management second edition is a comprehensive overview of the role of human resource management hr in all aspects of healthcare management beginning with a survey of hr from its beginnings to present day trends the text moves on to cover state and federal healthcare laws codes of ethics staffing organizations training and development employee relations and long term planning the second edition continues to provide the essential tools and strategies for hr personnel to become empowered custodians of change in any healthcare organization taking into account the increasing diversity of patients and employees the effects of technology and globalization on healthcare delivery the credentialing of health care providers and the measurement of labor productivity and much more this text is an essential resource for hr students and practitioners alike

enhancing our understanding of hr in the chinese industrial sector this book explores the emerging role of hr in china s industrial enterprises a significant contribution to the theory of hr this book will be essential reading for students and researchers of business and management hr and

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part 1 foundations of human resource management 1 introduction to human resource management 2 legislative framework impacting human resource management part 2 employment and onboarding 3 talent planning and recruitment 4 selection 5 socialisation 6 remuneration and reward 7 health safety and wellness part 3 talent management 8 employee development and career management 9 performance management 10 diversity management and retention part 4 organisational behaviour management 11 motivation 12 leadership 13 groups and teams part 5 contemporary issues 14 e hrm and knowledge management 15 change management 16 strategic human resource management 17 international human resource management 18 future of human resource management

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