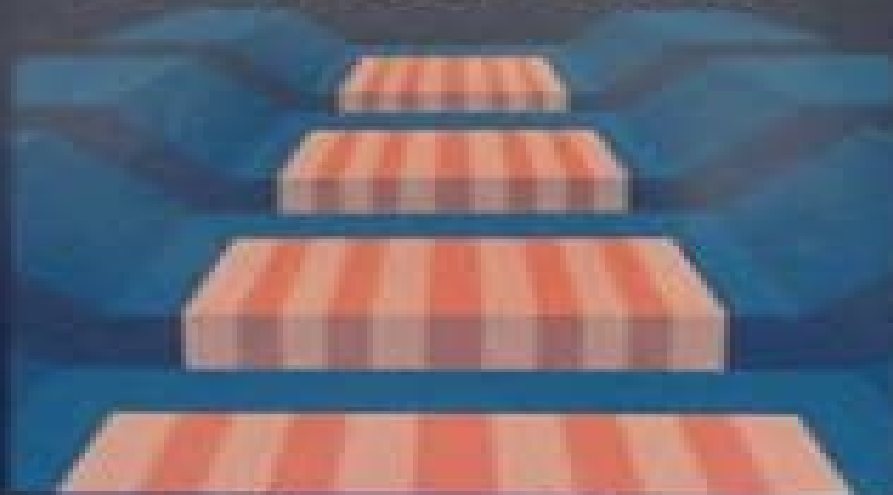


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Personnel



Human Resource Management

Second Edition

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situations that illustrate both classic and contemporary human resources problems It covers the entire spectrum of HRM from establishing policies and goals through job analysis and evaluation personnel planning selection and appraisal to compensation and benefits training organizational improvement and safety and labor relations Most of the situations described are drawn from the real life experiences of managing human resources including several cases from today s headlines The case exercises applications and experiments are designed to be used as part of regular classroom instruction and can be used with any textbook The exercises incorporate a number of different learning processes including case discussions self assessments interviews of others data analysis team teaching testing experimental observation program creation and design role playing exercise simulations training and participation in experiments The teacher can use these experiential learning activities to supplement regular classroom instruction the activities clarify crystallize and expand the understanding gained from the lectures Of special interest All of the exercises can be conducted during class times or can be used as homework assignments The instructor s manual is organized for easy use with a summary of each case guidelines for administering each case plus supplemental or background information An exercise planning table links each exercise with the chapters found in a number of the most commonly used HRM textbooks Most of the cases are based on actual events drawn from the author s professional or consulting experience or from events first reported in the national media Each case is intended to replicate and carry a high degree of fidelity to real world conditions as fully as possible The experiments in the book are intended to serve as both discovery processes and illustrations of the procedures and rules invoked in developing human resources systems In many of these experiments students draw on their own background and perspectives to test out various points of view The experiments illustrate some of the underlying research that often serves as the basis for HRM policies and procedures

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Gregory R. Beabout,Daryl J. Wennemann,1993-12-09 This innovative book is written in an accessible compact style that sets forth and explains a sound framework for professional ethics that readers can quickly put into practice in analyzing and writing about cases Through a series of moral conflicts it aims at improving the skills of moral reasoning and achieving moral development ORGANIZATIONAL BEHAVIOUR, SECOND EDITION CHITALE, AVINASH K.,MOHANTY, RAJENDRA PRASAD,DUBEY, NISHITH RAJARAM,2019-07-01 For creating a balance in the organizational environment harmony amongst the employees and the employer is a prerequisite The factors that help in determining an organizational balance are

the sociology of an environment psychology of the people working there channels of communication along with a sound and rational management The book highlights the fundamental concepts of organizational behaviour and its applications in the Indian organizational scenario The second edition of the book maintaining the same chapters organization as in the previous edition comprises 28 chapters based on the fundamental concepts of organizational behaviour and case studies from various Indian industry verticals These case studies reveal the authors experience in real life scenario as consultants as well as their observations pertaining to the concepts of organizational behaviour Besides the text lays emphasis on some modern tools of management such as TQM BPR and Knowledge Management which is a unique feature of this book The book is designed for the students of management and psychology Moreover it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical commercial and IT based industries requiring human resource management

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