

# Introducing Human Resource Management

Eighth Edition

Caroline Hook & Andrew Jenkins



Pearson

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**Foot**



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and MBA students as well as those studying for their CIPD qualifications Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England Well researched well written and is clearly signposted and structured for the reader The learning objectives at the outset of every chapter act as a clear guide for each topic explored Additional references and further reading are also offered to the student seeking deeper knowledge Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice Wilton s book is an extremely useful core text for students of HRM and a welcome addition to HRM resources Denise Bagley Principal Lecturer in Human Resource Management London South Bank University

**Introducing Human Resource Management** Foot, Introduction to Human Resource Management Donald Currie,2006 Offering a basic and practical approach to HR and Personnel issues Introduction to Human Resource Management caters for both CIPD students on the Certificate in Personnel Practice and non CIPD students on foundation programmes or first year undergraduates taking an introduction to HR module This text takes account of the fact that in addition to developing a sound understanding of the relevant underlying ideas theoretical concepts and matters of professional practice students at these levels need to develop competence in their practical application This book is designed therefore to achieve an appropriate academic practical balance The text is designed for all students studying The CIPD Certificate in Personnel Practice non CIPD students on foundation programmes or first yearUG s taking an intro to HR module

**Human Resource Management** Adrian Wilkinson,2022-03-24 The way in which organizations manage their people has always been pivotal to their performance long before formal human resource management coalesced into a definable and somewhat fashionable discipline in the mid 1980s Earlier campaigns for worker welfare in the 18th and 19th century were driven by a mix of humanitarian religious philanthropic and business motives and sought workplace amenities such as medical care housing and libraries At the same time functionaries and departments specialising in HR processes such as hiring payroll and record keeping emerged This Very Short Introduction describes how the key players and watershed moments in labour history shaped the state of human resource management today In our era of globalization human resource management has to contend with a number of new and increasingly complex factors such as global sourcing regional trade agreements and labour standards remote working strategic alliances and innovation driven by competition As traditional sources of competitive advantage such as access to capital protected markets or proprietary technologies evaporate firms increasingly look to human resource management to offer a competitive edge In the laboratory of university departments or in the gritty and sweaty reality of the shop floor there is no single model of human resource management Instead human resource management today is as able to impact everything from small owner managed shops in Brick Lane to the high tech behemoths of Silicon Valley Adrian Wilkinson shows how human resource management covers the relations between employees and their employers and explores the range of HR practices processes and line management activities ABOUT THE SERIES The Very Short Introductions series from Oxford University Press contains hundreds of titles

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