

DEVELOPING PRACTICE

FLEXIBLE WORKING PRACTICES

TECHNIQUES AND INNOVATIONS



JOHN STREDWICK & STEVE ELLIS

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Stephen Taylor



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Flexible Working Practices John Stredwick, Steve Ellis, 2000-02-01

Learning Alliances David Clutterbuck, 1998 Many organisations in the early twenty first century aim to create a climate of development where helping others to learn is natural expected and hopefully quite unremarkable In his book Learning Alliances David Clutterbuck provides a clear integrated framework to help the HR executive get the most out of one to one development He looks in detail at coaching mentoring counselling tutoring and buddying and how these and other development practices can benefit a business The book also provides advice for HR executives looking to buy in support and help in these areas

Work in a Metro Anuradha Kalhan, 2017-12-06 This volume is about why work changed to become more precarious around the turn of the century This happened not just in the developed world but also inside sectors that were demarcated as organized and modern within developing countries like India In these sectors unlike the greater part of the Indian economy insecure jobs were uncommon before winds of change made them normal This shift had occurred before the great global financial crisis of 2008 Between 2005 8 a survey based on over thousand structured interviews with workers in offices factories shops and establishments below the supervisory rank in Mumbai was undertaken This is the innovative segment of the book which tries to measure and quantify some of these changes and their associations It is designed to investigate the central proposition of the Insecurity Hypothesis IH which is that the economic risk of increased and global competition was being progressively passed on from the employer to the employee This was happening through shortened job tenure erratic remuneration variable work contingent employment and institutional changes that remove or reduce protection bargaining power of employees in the work place everywhere The corollary is that widespread and unremitting work and income related insecurity is an expedient competitive strategy but a damaging socio economic phenomenon Please note Taylor Francis does not sell or distribute the Hardback in India Pakistan Nepal Bhutan Bangladesh and Sri Lanka

Business 2003

Encyclopedia of Development Methods Andrzej Huczynski, 2018-05-08 This title was first published in 2001 This title was first published in 2001 The core of this thoroughly revised book is a directory of more than 700 methods Each entry typically comprises an explanation a bibliography and cross references Other features include a review of different approaches to classifying the methods and two valuable appendices the first is to help practitioners analyse their methods the second providing details of relevant books journals and other information sources

Empowering Team Learning Michael Pearn, 1998 Empowering Team Learning provides step by step guidance on how to design and run an effective programme to ensure that your employees take responsibility for generating their own ideas and implementing their own solutions A powerful approach which stimulates and motivates employees and transforms groups into creative and skillful agents for

change Leadership and Management for HR Professionals Keith Porter, Paul Smith, Roger Fagg, 2006 This new and completely revised edition continues to provide the breadth and depth of coverage practical management exercises and case studies with exam questions that are needed for syllabus use It is packed with examples and extracts from Personnel Today and is written in a student friendly style Previous ed published as Core management Flexible Working Practices and Approaches Christian Korunka, 2021-10-25 Modern workplaces are following a strong trend of increasing flexible working practices and approaches offering more flexibility in working times working places work organization and work relations as the result of new information and communication technologies This book brings together a group of internationally recognized experts in the field of flexible work to examine the psychological and social implications of these practices describing the current state of research and empirically based practices in this field It focuses on organizational job and individual factors related to the quality of working life and identifies potential risk groups where the benefits of flexible work are suppressed or not realized Ideal for organizations implementing or considering implementing flexible work for professionals and researchers in work and organizational psychology and for HR professionals this volume is an invaluable overview of rapidly changing work norms and their impact on working life *Project Management* Roland Bee, Frances Bee, 1997 This text provides practical guidance on all stages of people management from preparing the plan and recruiting the team to establishing objectives motivating the team monitoring progress and bring the project to a close

Knowledge-Based Working Steve Ellis, 2005-06-30 Covers the priorities and challenges facing organisations who are increasingly focused on knowledge work it is written from a human relations rather than a technological perspective It uses real cases backed up by evidence and analysis from a detailed study into strategic knowledge based working KBW The content of the book draws on two chief sources the author's own expertise in KBW developed over five years of blue chip KBW consultancy and the results of a previously unpublished five year study The book offers clear step by step guidance to executives who need to understand deploy and implement KBW Outlines the key challenges for KBW at all organisational levels Self assessment questions at the end of each of the four chapters Interchapter case studies for in depth teaching understanding Business: The Key Concepts Mark Vernon, 2003-09-02 Here is a practical guide to the essentials of business This book provides everything you need to know about the key concepts and terms from accountability to zero sum game Everything from management economics and finance to marketing organizational behaviour and operations is covered in just the right amount of detail to make things clear and intelligible Business The Key Concepts is detailed yet approachable considers new developments in business notably eBusiness and contemporary business ethics covers established subjects taking an international and strategic perspective that balances theory and practice suggests specific further reading for many concepts and also includes an extensive bibliography Whether you're already in business and could do with a handy reference guide or you're a student needing an introduction to the fundamentals Business The Key Concepts is the perfect

companion *Effective Recruitment* Patricia Leighton, Giles Proctor, 2006 The legal rules that apply to recruitment are drawn from virtually all areas of employment law Sourcing the relevant law under each heading is difficult But there is a solution This report pulls together the law relating to recruitment It provides a summary of information you need to know and what to do to stay securely within the law

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Core Management for HR Students and Practitioners Peter Winfield, Ray Bishop, Keith Porter, 2007-06-01 This is the second edition of the successful text published in 2000 The text continues to include self assessment exercises exam question further reading and research and uses short case studies and articles to relate theory to practice The new edition is completely up dated with more extracts from Personnel Today and linked in to a website provided by the authors The book provides excellent coverage of the CIPD syllabus for three core areas of the CIPD syllabus Managing People Managing Activities and Managing a business context New end of chapter website links are included

Employee Relations John Gennard, Graham Judge, 2005 Written by the Chief Examiner and Associate Examiner for employee relations for the CIPD the new edition of this best selling text has been written specifically to cater for the CIPD s Employee Relations elective Offering a highly practical and accessible overview of the impact of the economic corporate and legal environment on employee relations it is also suitable for students taking an employee industrial relations module on an HR or business degree programme at undergraduate or postgraduate level TARGETED AT Students studying CIPD Professional Qualifications and undergraduate and post graduate students on employee relations modules on business and HRM courses

Out of the Shadows Patricia Leighton, 2007 Over half of all people working on behalf of any given organization are typically not their own employees Some are freelance contractors working in their own right A significant proportion is employed to provide these services by another firm under agency or outsourcing service agreements The services they perform under these agreements are often vital in supporting the organization s customer relationships reputation and brand identity Yet remarkably little attention has been paid to how these non employees are managed motivated and meaningfully engaged Management protocol generally sees them as outside the organization s remit or

control The law paints them as victims This ground breaking book challenges both these assumptions Through a combination of pioneering legal analysis and rigorous case study research it demonstrates that non employees are often the organization s most important hidden resource Patricia Leighton and her collaborators highlight the limited good practice that is available based on examples in large corporations public sector organizations and smaller firms in a variety of countries More importantly she clearly sets out the issues and imperatives employers should address supported by new management concepts and models of effective practice developed specifically for the book Far from being victims she argues non employees often choose flexible working patterns for their own intrinsic ends and have ambitions career aspirations and workplace needs that can be responded to and exploited by forward looking employers Looking at the role they now play these people are no longer marginal atypical or peripheral as they are still termed and regarded by both legal and management practitioners They are however still in the shadows in terms of the literature available on how best to develop and motivate them This book aims to rectify this

Resourcing and Talent Management Stephen Taylor,2014-02-24

Resourcing and Talent Management is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module Mapped to the CIPD unit this textbook offers broad and accessible coverage of topics such as employment markets flexibility fairness diversity human resource planning recruitment employer branding retention and retirement Dismissals and redundancy are also discussed in depth This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples content on technological developments including e recruitment and resourcing through social media and increased coverage of ethics and CSR Its comprehensive scope makes it ideal for those studying any resourcing talent management or recruitment and selection module Online supporting resources for lecturers include an instructor s manual lecture slides and feedback on exercises in the book Student resources include web links for each chapter

Managing People Hall, Alison,2003-10-01 This work is a practical guide to people management for line managers in Higher Education It guides readers through the employment cycle from recruitment to parting company addressing en route those issues that cause line managers to lose most sleep

Sports Coaching Anita Navin,2011-10-18 Sport plays a crucially important role in our society and the benefits of participating in sport and physical activity are widely acknowledged in terms of personal health and well being Coaching makes a key contribution to sport helps to promote social inclusion and participation and assists athletes in achieving performance targets Accordingly this authoritative and comprehensive reference work will be widely welcomed Written by acknowledged experts it presents a detailed analysis of performance and good coaching practice and performance and provides a concise overview of the coaching process from a scientific and pedagogical perspective

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