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Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

How do you tailor education to the learning needs of adults? Do they learn differently from children? How does their life experience inform their learning processes? These were the questions at the heart of Malcolm Knowles's pioneering theory of andragogy which transformed education theory in the 1970s. The resulting principles of a self-directed, experiential, problem-centered approach to learning have been hugely influential and are still the basis of the learning practices we use today. Understanding these principles is the cornerstone of increasing motivation and enabling adult learners to achieve. This eighth edition has been thoughtfully updated in terms of structure, content, and style. On top of this, online material and added chapter-level reflection questions make this classic text more accessible than ever. The new edition includes: Two new chapters: Neuroscience and Andragogy, and Information Technology and Learning. Updates throughout the book to reflect the very latest advancements in the field. A companion website with instructor aids for each chapter. If you are a researcher, practitioner or student in education, an adult learning practitioner, training manager, or involved in human resource development, this is the definitive book in adult learning that you should not be without.

This accessible yet challenging text provides a comprehensive introduction to HRM. With a good balance of theory and practice, the text critically evaluates current developments in the subject, such as strategy and the impact of technology.

Recognizing the inherent tensions and contradictions that result from managing people in organizations, Human Resource Management in Public Service: Paradoxes, Processes, and Problems offers provocative and thorough coverage of the complex issues of management in the public sector. Continuing the award-winning tradition of previous editions, this Sixth Edition helps you to understand complex managerial puzzles and explores the stages of the employment process, including recruitment, selection, training, legal rights and responsibilities, compensation, and appraisal. Grounded in real public service experiences, the book emphasizes hands-on skill building and problem solving. New to the Sixth Edition: Ethics case studies have been added to all the chapters, enabling you to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer you a window into the most current methods used in the recruitment process and provide insight into the job seeker's perspective. New examples from a broad range of local, state, federal, and international settings enable you to apply key concepts to common management issues.

The latest offering of the popular textbook from respected author team of John Bratton and Jeff Gold. Authoritatively and expertly written, the sixth edition builds on the enduring strengths of this well-established book, with important updates and revisions to bring it in line with the ever-changing business world. While exploring the practical implementation of human resource management, the book also exposes and confronts the debates and tensions inherent in the employment relationship, encouraging the reader to reflect critically on the realities of contemporary HRM. The myriad of

different theories underpinning human resource management are discussed as well as their impact on organizations, managers and workers. The new edition will continue to be a core textbook for HRM modules on undergraduate business and management degree courses, and may also be used on some postgraduate and MBA courses.

Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development, Neal Chalofsky, Tonette Rocco, and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily. The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives. Topics addressed form a comprehensive view of the HRD field and answer a number of key questions. Nationally and internationally, how does HRD stand with regard to academic study and research? What is its place in the professional world? What are the philosophies, values, and critical perspectives driving HRD forward? What theories, research initiatives, and other ideas are required to understand HRD and function successfully within this field? As the industry grows, what are the challenges and important issues that professionals expect to face? What hot topics are occupying these professionals now? The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry, as a field of research, and for future professional success.

"This edition of Human Resources Administration brings attention to the major challenges and issues that are shaping public education and human resources administration in the United States during the second decade of the 21st century. (...) [It] represents a major revision of the previous edition."--Preface.

Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of information security, privacy, cloud computing, social media, and HR analytics. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market.

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