

INTRODUCTION

- **Human Resource Management (HRM)** is the utilization of a firm's human resources to achieve organizational objectives.
- **HRM** is the most happening function as of now. This is so because people offer competitive advantage to a firm & managing people is the domain of **HRM**.

HRM is a broad concept. **Personnel Management (PM)** & **Human Resource Development (HRD)** are a part of **HRM**.

An Introduction To Human Resource Management

John Stredwick



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An Introduction to Human Resource Management John Stredwick, 2005 *An Introduction to Human Resource Management* provides a balanced introduction to the complex world of human resource management. This straightforward and accessible text takes the reader through both practical and theoretical aspects of the subject and is ideal for those studying HRM for the first time. This textbook combines the main theoretical underpinning for the subject area with a large number of practical examples and cases to assist the learning process. It is divided into 12 chapters to provide one topic a week on a modular course but may be extended into two semesters. A lecturer's supplement accompanies the text. This new edition covers many areas of legislation especially in the field of equal opportunities, employee rights in flexible working and in employee relations generally. Many new cases and examples of research have been added including rich sources from the international field. The majority of the case studies are real life cases from published sources or from the author's experience. It has been extensively revised to place a greater emphasis on the role of Human Resources in improving organisational and employee performance. There is a focus on practical research and the book is clear, concise and comprehensive. *An Introduction to Human Resource Management* is intended for first degree students studying the subject as part of a modular degree course or for students on a foundation degree in Business Studies. It can also be valuable on post experience courses such as certificate or diploma courses in management studies or as part of the MCI series of qualifications.

An Introduction to Human Resource Management Nick Wilton, 2022-01-19 Reflecting the global nature of the workplace, this is a concise introduction to the world of human resource management that goes beyond a prescriptive 'how to' approach and prepares you for the issues and dilemmas you may face in your HR career. Includes new discussions on the impact of Black Lives Matter on HR, the effect of Covid 19 on recruitment and on the mental health of employees and post Brexit points based immigration. Boxed features including Ethical Insights, Research Insights and HRM in Practice highlight contemporary practices, critical perspectives and discussions and debates related to each chapter. Now features a running case study where in each chapter you can apply what you've learnt to solve a challenge faced by the HR Manager of a hotel. Illustrated with real world case studies and examples from a cross section of industries such as Netflix, Nike and Just Eat. Comprehensive online resources including author videos, over 25 additional case studies, access to full journal articles and self test quizzes. Suitable for anyone studying HRM as part of an undergraduate or postgraduate degree or on a specialist program of study.

An Introduction to Human Resource Management Nick Wilton, 2016-04-30 Get 12 months FREE access to an interactive eBook when purchasing the paperback. Reflecting the global nature of the workplace with its use of real world examples and case studies, Nick Wilton's book is not another 'How to' of HRM in practice but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers. Providing an introduction to the management of people in work organizations, it seeks to outline the purpose and operation of HRM.

activities in the real world whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well being in the workplace but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists but an area of interest or concern for all organizational actors The new edition comes packed with features that encourage readers to engage and relate theory to practice including Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners HR in practice boxes illustrating how HRM theory works in real world practice Ethical insights presenting ethical considerations for budding practitioners Global insights highlighting practices around the world Research insights inviting students to explore further academic research Case Studies and Examples offering a more in depth look at HRM across a variety of organizations A free interactive eBook featuring author videos web links interactive multiple choice questions free SAGE journal articles extended case studies and other relevant links allowing access on the go and encouraging learning and retention whatever the reading or learning style Aimed at students across the academic spectrum whether studying on a specialist HRM or CIPD program of study a generalist business and management programme or studying HRM as part of a programme in an unrelated discipline such as engineering or humanities Interactivity only available through Vitalsource eBook included as part of paperback product ISBN 9781473954199 Access not guaranteed on second hand copies as access code may have previously been redeemed

Introduction to Human Resource Management Paul Banfield, Rebecca Kay, Dean Royles, 2018 Using their extensive experience teaching and working in HRM Banfield Kay and Royles succinctly convey the reality of contemporary HRM through expert academic and practical insights Their balanced approach ensures students are able to fully grasp both the theory and practice of HRM paving the way for success in their academic studies and future careers With its engaging writing style this book is the ideal introduction to HRM for students at both undergraduate and postgraduate level Key terms research insights and review questions help students understand the key theoretical concepts and think critically about the issues discussed Mini case studies HRM insights longer end of chapter case studies and practitioner insights from real HR professionals at a variety of organizations present different scenarios and challenges experienced in the world of business This range of learning features ensures students are exposed to both the theoretical foundations and the real life practices of HRM The book takes a holistic approach to the subject presenting HR operations and considerations as an integral part of any business The authors begin by introducing the reader to the challenges and the evolution of the HR function before addressing key operational areas such as talent management ethics leadership recruitment and misconduct They go on to explore how these challenges are managed with an emphasis on practicality

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[Resource Management](#) Wendy Bloisi, 2007 Provides an overview of the subject of human resources management This book presents essential HR topics from job design recruitment and selection to reward training and development It also offers students an insight into contemporary concerns for practicing HR professionals such as flexible working and diversity in the organisation

Human Resource Management Ronan Carbery, Christine Cross, 2013-08-30 This lively and refreshingly succinct textbook covers not only all the core areas of the subject from recruitment to managing rewards but also focuses on helping students to develop the practical skills they will need to succeed in both their academic studies and future career The authors highly respected in their field have drawn on their wealth of academic and industry experience to produce an accessible and captivating text that covers contemporary issues such as equality diversity and corporate social responsibility Important topics are supported by real world case studies with international relevance and based on organizations such as Google CityJet and BP This is a core textbook designed to cater for first and second year undergraduate students studying Human Resource Management modules on Business and Management degrees The book would also be an ideal core or

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