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Human Resource Strategy

International Human Resource Management

General Appliances (GA) is a 40-year old, Vermont-based company that has been enjoying continued growth in the home appliance manufacturing industry. The company had experienced steady growth since its recovery from the Great Recession in 2008-2009. Since 2010, the company had added more than 10 jobs per year in Vermont, for a total of 560 employees. This made GA one of the largest employers in the state. Of the 560 employees at General Appliances, more than 250 were over the age of 50, and 100 of those were over the age of 60. Of those 100 employees over the age of 60, 80 were assembly line employees, and the assembly line had only 165 employees total.

Cases in Human Resource Management in Hospitality

Cases in Human Resource Management provides students with insights into common challenges, dilemmas, and issues human resource managers face in the

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workplace. Using a wide variety of well-known companies and organizations, author David Kimball engages students with original, real-world cases that illustrate HRM topics and functions in action. Each case is designed to encourage students to find new solutions to human resource issues and to stimulate class discussion. Case questions challenge students to think critically, apply concepts, and develop their HRM skills. The contents are organized using the same topical coverage and structure as most HRM textbooks, making Kimball the ideal companion for any introductory HRM course.

Internet Solutions for HR Managers

This comprehensive book offers a fascinating set of over 40 evidence-based case studies derived from international research on work, employment and human resource management (HRM).

Connection Culture

Nowadays most organisations understand and accept that people are the key drivers of value in their organisation. With company accounts recording the costs associated with people, not the benefits that they bring, this text explores the experiences of 10 case study organisations that are making real and deliberate

efforts to understand the contributions of their employees, and how that contributes to the success of the business. This text also reviews the extensive body of literature on the subject and explores case study organisations, which include such companies as Marks & Spencer, Tesco, BT and BAE Systems. The text concludes that human capital cannot be the subject of a one-size-fits-all measurement tool, but that it is possible for organisations to measure and manage human capital using methodology designed to suit their own needs and goals.

Evaluating Human Capital

Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace.

Global Business Driven HR Transformation: The Journey

Continues (Print Edition)

Cases in Human Resource Management

"Cases in Human Resource Management in Hospitality" is the first textbook to provide educators with a comprehensive set of cases in human resource management, covering many segments of the hospitality industry. From shorter cases with one problem, to longer cases with several problems, this book can be used by students in various courses and at different educational levels, applying concepts to actual settings in the hospitality field. Each case unfolds into a story that addresses human resource issues that managers must solve. Through active involvement in discussion, students assume the roles of working managers to: Identify problems Determine pertinent information Appraise alternatives Develop realistic solutions And, they will be applying theory to real-life situations, developing skills as team members, and enhancing critical thinking and communication skills.

Case Studies and Activities in Adult Education and Human Resource Development

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The ideal graduation gift for anyone about to enter the workforce, a witty, practical guide to 200 difficult professional conversations—featuring all-new advice from the creator of the popular website Ask a Manager and New York’s work-advice columnist. There’s a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don’t know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You’ll learn what to say when

- coworkers push their work on you—then take credit for it
- you accidentally trash-talk someone in an email then hit “reply all”
- you’re being micromanaged—or not being managed at all
- you catch a colleague in a lie
- your boss seems unhappy with your work
- your cubemate’s loud speakerphone is making you homicidal
- you got drunk at the holiday party

Advance praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green’s] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Clear and concise in its advice and expansive in its scope, Ask a

Manager is the book I wish I'd had in my desk drawer when I was starting out (or even, let's be honest, fifteen years in)."—Sarah Knight, New York Times bestselling author of *The Life-Changing Magic of Not Giving a F*ck*

Fundamentals of Human Resource Management

The book "Issues of Human Resource Management", written by well-known authors, is a result of a teamwork of specialists who have been dealing with the issue of managing human resources in different contexts. The authors from Germany, Spain, Turkey, Slovakia and Romania have submitted results of their current research and have presented important findings that are becoming a starting point for making managers decision so that their businesses can be competitive. You have put your hands on a selection of the best scientific contributions that have been reviewed and now are offering a space for an active debate on partial issues of the given topic. The authors in their work examined also the factors of psychology applied in HRM, the organisation of companies and its impact on human resource management, workers motivation and incentives and investment into human resources development; they searched the field of human resource management in family businesses, the quality of relationship in a workplace and specifics of human resource management in non-governmental organisation.

Digitalization Cases

Designed for upper-level undergraduate or graduate courses in production-operations management, management information systems, international business, and strategic management, this text focuses on concepts, processes, and methodologies for firms planning to undertake or currently involved in outsourcing-insourcing decisions. Outsourcing and Insourcing in an International Context is the only available text that includes coverage of the international risk factors associated with this strategy. The book presents a balanced view of the positive and negative aspects of outsourcing, and provides essential coverage of the fundamental techniques involved in any outsourcing-insourcing decision. In addition, it discusses the ethical ramifications of outsourcing for companies and governments around the world. Each chapter includes learning objectives, discussion questions, and sample problems. An Instructor's Manual and Test Bank are available to teachers who adopt the text.

International HRM Case Study

Human Resource Strategy provides an overview of the academic and practitioner responses to these and other questions. Applying an integrative framework, the authors review twenty years' worth of empirical and theoretical research in an

attempt to reconcile often-conflicting conceptual models and competing empirical results. The authors present much of the relevant research in the context of the critical strategic decisions that executives must actually make with regard to human resource investments and deployments. As a result, often complex theoretical models and scientific findings are presented such that they are not only understandable but also highly relevant to non-research-oriented practitioners.

Fundamentals of Human Resource Management

This Orion Partners' report addresses the main considerations for an organization considering a large-scale transference of HR transactional activity to an outsource provider. The report also provides an overview of the market for HR outsourcing services in Europe. There are sections profiling each of the main outsourcing providers in the UK and continental Europe and case studies drawn from both the public and private sector. Human Resources Outsourcing agreements, which typically run for seven years or more, have a critical influence on any organization's ability to deliver its long-term strategy. The Orion Partner's report is a valuable contribution to identifying the right model, locating the right partner and realising the value of one of the most important elements in the current strategic investment for large organizations. It also provides helpful advice on how to manage the impact of outsourcing on the retained HR team.

HR Through Case Studies

Employers face a myriad of issues when hiring: how to recruit, whom to select, how to interview, Equal Employment Opportunity policies, fair salary offerings, health issues, performance evaluations, behavior/disciplinary actions, turnover, and the list goes on and on. Practical Human Resources Management for Public Managers: A Case Study Approach provides insight into human resource trends and demonstrates how complex situations can be successfully managed by public sector practitioners. The authors take us step by step into the "real world" with examples of historical events that compare "What Happened" with "What Could Have Happened" as well as suggested readings for more in-depth analysis and important points to remember. Exploring the space between theory and what actually occurs in the world, this book supplies instructional case studies based upon actual events. The authors introduce key human resources issues with clear, concise language and provide techniques to address these issues in a real-world setting. The case studies cover legal and liability issues, recruiting and hiring, employee performance, reward and discipline issues, retention, termination, workplace violence, mentorship, motivation, and managing through transitions. The authors bring know-how from a wide array of working environments, including teaching and administrative experience in public universities and management in municipalities of various population sizes from a few thousand to more than a million. They have also worked in a variety of capacities within these organizations,

which allow them to see different perspectives on how different departments handle similar situations. They use their from-the-trenches knowledge to explore pragmatic ways to deal with human resource issues in public sector workplaces.

Human Resource Management

This book presents a rich compilation of real-world cases on digitalization, the goal being to share first-hand insights from respected organizations and to make digitalization more tangible. As virtually every economic and societal sector is now being challenged by emerging technologies, the digital economy is a highly volatile, uncertain, complex and ambiguous place – and one that holds substantial challenges and opportunities for established organizations. Against this backdrop, this book reports on best practices and lessons learned from organizations that have succeeded in overcoming the challenges and seizing the opportunities of the digital economy. It illustrates how twenty-one organizations have leveraged their capabilities to create disruptive innovations, to develop digital business models, and to digitally transform themselves. These cases stem from various industries (e.g. automotive, insurance, consulting, and public services) and countries, reflecting the many facets of digitalization. As all case descriptions follow a uniform schema, they are easily accessible, and provide insightful examples for practitioners as well as interesting cases for researchers, teachers and students. Digitalization is reshaping business on a global scale, and it is evident that

organizations must transform to thrive in the digital economy. Digitalization Cases provides first-hand insights into the efforts of renowned companies. The presented actions, results, and lessons learned are a great inspiration for managers, students, and academics. Anna Kopp, Head of IT Germany, Microsoft

Understanding digitalization in all its facets requires knowledge about its opportunities and challenges in different contexts. Providing 21 cases from different companies all around the world, Digitalization Cases makes an important contribution toward the comprehensibility of digitalization – from a practical and a scientific point of view. Dorothy Leidner, Ferguson Professor of Information Systems, Baylor University This book is a great source of inspiration and insight on how to drive digitalization. It shows easy to understand good practice examples which illustrate opportunities, and at the same time helps to learn what needs to be done to realize them. I consider this book a must-read for every practitioner who cares about digitalization. Martin Petry, Chief Information Officer and Head of Business Excellence, Hilti

Introduction to Human Resource Management

This case study, based on a real but fictionalized organization in the U.K., was developed to provide resources to promote learning and understanding in the areas of recruitment and selection. It is geared toward an undergraduate audience.

Job and Work Design

In a constantly evolving service-led Indian economy, human resources have become the cornerstone of an organization's success. The management of human capability has become an art that has to be understood and mastered to run a successful enterprise. Human Resource Management: Text and Cases, 2e, explains the basic concepts of this discipline and presents cases that provide an insight into the challenges faced by HR professionals on a day-today basis. Going beyond the coverage of a traditional textbook, this book focuses on applied aspects of HRM, which capture the evolving challenges in the field. The authors have used their extensive real-world work experience in talent acquisition, and human resource development and retention to provide lucid explanation of all major concepts of human resource management. Replete with examples and cases, this title is a complete guide for all MBA students and HR practitioners. KEY FEATURES • Extensive coverage of HR best practices and innovations • Sample 'ready-to-use formats' of relevant documents • Thought-provoking chapter opening cases to set the context for learning in the text ahead • Application cases to showcase real-world implementation of concepts • PowerPoint slides and Question Bank for teachers

General Appliances

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Applied Human Resources Management is designed to give business students in-depth hands-on learning experiences that will help them practice the principles they are learning and develop the skills necessary when dealing with people in diverse settings and situations. The text: - covers critical issues in the effective management of human resources, which can be used for class discussions, or be given as homework problems, or used as essay questions on tests. - presents students with a situation where they can apply an HRM concept or principle to a new situation, which can be used as in-class exercises, or for self-study - provides experiential exercises, giving students an opportunity to learn by doing, which can be used again as in-class or out-of-class exercises

Outsourcing and Insourcing in an International Context

This case, based on a fictional UK-based organization, gives learners the opportunity to think about key decisions involved in international assignments and to transfer their knowledge of domestic HR issues to an international context. Students will learn about the main elements and issues related to international assignments; when it is appropriate to use expatriate workers; the skills and knowledge needed by expatriate workers; and how organizations can prepare expatriate managers to succeed in an international assignment. A brief PowerPoint file with instructional materials about international assignments accompanies this case.

The Business of Medical Practice

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

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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).

Applied Human Resource Management

This case study, based on a real organization but fictionalized organization in the U.K., explores training and development issues. Students will learn how to identify the components of an effective training program; understand what must be considered when designing a training program; compare the soft and hard skills required by the appraisers and appraisees in this case study; identify the vital role of appraisees in an effective performance management program; and how to

effectively evaluate a training program.

Case Studies in Work, Employment and Human Resource Management

Fundamentals of Human Resource Management, by Noe, Hollenbeck, Gerhart and Wright is specifically written to provide a complete introduction to human resource management. While it doesn't cover the depths of human resource management theory, the book is rich with examples and engages students through application. Fundamentals differs from the hardback textbook by the same author team. Instead of a higher level of theory that's geared towards the HRM majors, this book focuses on the uses of human resources for the general business manager. Issues such as strategy are reduced to give a greater focus on how human resources management is used in the everyday work environment. It provides students with the background necessary to manage human resources effectively and to be able to distinguish good from poor human resource management practices and how they impact business. Instructors are provided with a robust ancillary package that includes a comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center to make course preparation easy.

Practical Human Resources for Public Managers

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Praise for the previous edition: "This comprehensive multi-authored text contains over 450 pages of highly specific and well-documented information that will be interest to physicians in private practice, academics, and in medical management. . . [Chapters are] readable, concise yet complete, and well developed. I could have used a book like this in the past, I will certainly refer to it frequently now." 4 stars Carol EH Scott-Conner, MD, PhD, MBA American College of Physician Executives

Does Health 2.0 enhance or detract from traditional medical care delivery, and can private practice business models survive? How does transparent business information and reimbursement data impact the modern competitive healthcare scene? How are medical practices, clinics, and physicians evolving as a result of rapid health- and non-health-related technology change? Does transparent quality information affect the private practice ecosystem? Answering these questions and more, this newly updated and revised edition is an essential tool for doctors, nurses, and healthcare administrators; management and business consultants; accountants; and medical, dental, business, and healthcare administration graduate and doctoral students. Written in plain language using nontechnical jargon, the text presents a progressive discussion of management and operation strategies. It incorporates prose, news reports, and regulatory and academic perspectives with Health 2.0 examples, and blog and internet links, as well as charts, tables, diagrams, and Web site references, resulting in an all-encompassing resource. It integrates various medical practice business disciplines-from finance and economics to marketing to the strategic management sciences-to improve

patient outcomes and achieve best practices in the healthcare administration field. With contributions by a world-class team of expert authors, the third edition covers brand-new information, including: The impact of Web 2.0 technologies on the healthcare industry Internal office controls for preventing fraud and abuse Physician compensation with pay-for-performance trend analysis Healthcare marketing, advertising, CRM, and public relations eMRs, mobile IT systems, medical devices, and cloud computing and much more!

Issues of Human Resource Management

THE #1 PROJECT MANAGEMENT CASE STUDIES BOOK NOW FEATURING NEW CASES FROM DISNEY, THE OLYMPICS, AIRBUS, BOEING, AND MORE After on-the-job experience, case studies are the most important part of every project manager's training. This Fifth Edition of Project Management Case Studies features more than one hundred case studies that detail projects at high-profile companies around the world. These cases offer you a unique opportunity to experience, first-hand, project management in action within a variety of contexts and up against some of the most challenging conditions any project manager will likely face. New to this edition are case studies focusing on agile and scrum methodologies. Contains 100-plus case studies from companies that illustrate both successful and not-so-successful project management Represents an array of industries, including medical and pharmaceutical, aerospace, entertainment, sports, manufacturing,

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finance, telecommunications, and more Features 18 new case studies, including high-profile cases from Disney, the Olympics, Boeing 787 Dreamliner, and Airbus 380 Follows and supports preparation for the Project Management Professional (PMP)® Certification Exam Experienced PMs, project managers in training, and students alike will find this book to be an indispensable resource whether used as a standalone or combined with the bestselling Project Management: A Systems Approach to Planning, Scheduling, and Controlling, 12th Edition. PMI, CAPM, PMBOK, PMP and Project Management Professional are registered marks of the Project Management Institute, Inc.

HR Business Partners

This text highlights the changes and challenges to the role of the HR business partner and provides an overview of emerging service delivery models for the HR function and what these mean for the HR business partner in the modern enterprise.

Applications in Personnel/human Resource Management

Managers and supervisors will sharpen their analytical and decision-making skills with this new collection of fully reproducible case studies. Based on actual, real-life

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situations, these exercises prepare supervisors and team leaders for the challenging problems they face in today's complex workplace. Each case study includes: Summary of the case; Discussion questions which evoke thought and analysis; Suggested solutions to the problems presented. Training Objectives: Improve participant's listening skills; Empower employees to negotiate; solutions fairly; Provide opportunities for participants to practice new skills in a supportive environment; Illustrate the skills needed to respond productively to complex issues. Activities Cover: Performance appraisal; Managing effectively; Sexual harassment/discrimination; Managing disruptive employees; Coaching/counseling employees; Hiring the right person

Southwood School

Co-written by an HR lecturer and an HR practitioner, this introductory textbook provides academic and practical insights which convey the reality of human resource management. The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory, and brings the subject to life.

Human Resource Management: Text & Cases, 2nd Edition

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This major textbook meets the clear need for a substantial but accessible introduction to the practice of human resource management (HRM) within the context of relevant theory and current debates. In a discussion that ranges from the strategic and policy aspects of HRM to the day-to-day processes of employee management, the author identifies and explores key concepts and skills. Distinctive features of the book include: a focus on issues of direct relevance to all line managers, not just to human resource specialists; a combination of a knowledge-based approach with a practical introduction to the most important skills; numerous examples, encapsulating concepts and techniques in clear tables, and a teaching appendix of discuss

Human Resources Outsourcing

Distilling the vast literature on this frequently studied variable in organizational behaviour research, Paul E Spector provides the student and professional with a pithy overview of the application, assessment, causes and consequences of job satisfaction. In addition to discussing the nature of and techniques for assessing job satisfaction, the author summarizes the findings concerning how people feel towards work, including: cultural and gender differences in job satisfaction and personal and organizational causes; and potential consequences of job satisfaction and dissatisfaction. Students and researchers will particularly appreciate the extensive list of references and the Job Satisfaction Survey included in the

Appendix.

Employees First, Customers Second

Tap Into the Power of Human Connection Creating a thriving organization where employees feel valued, the environment is energized, and high productivity and innovation are the norm requires a new kind of leader who fosters a culture of connection within the organization. Connection Culture, 2nd Edition, is your game-changing opportunity to become that leader and to begin fostering a connection culture in your organization. Stop undermining performance and take the first step toward change that will give your organization, your team, and everyone you lead a true competitive advantage. Inspiring and practical, this book challenges you to set the performance bar high and keep reaching. Learn how to:

- Foster a connection culture.
- Emulate best practices of connected teams—from Mayo Clinic physicians and scientists to the creators of the award-winning Broadway musical Hamilton.
- Boost vision, value, and voice within your organization.

Published in the shadow of the COVID-19 pandemic, the book messages the authors' hope for post-traumatic growth; provides updated, research-supported theories about the relationship of stress and loneliness; and includes new examples and profiles of great leaders communicating during crisis.

HUMAN RESOURCE MANAGEMENT

The book provides conceptual inputs and offers several case studies covering the entire gamut of the study of Human Resource Development (HRD) catering to the requirement of managers and students of business schools. A serious attempt has been made to cov

Predicting Business Success

50 Case Studies for Management & Supervisory Training

Case studies have become a widely used instructional tool in many educational environments. The use of case studies began in the 1950s at Harvard Business School. Today, they may be used as part of a course of study, or as the main focus of a course, to which other material is added. While the use of case studies is prevalent in schools of business and medicine, they are not often used in adult education or human resource development. This may be because there are no current major publications that deal with the use of case studies in these disciplines; nor are there any major databases of adult education or human resource development case studies for instructors to use. Good case studies can

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bring reality into the classroom. They can provide frameworks for discussion based on issues that must be faced in real life. Complex case issues can be broken down and examined for greater understanding, then pulled together again for resolution. Case studies can be used successfully in adult education. I propose a book based on the use of casebased learning in adult education and human resource development (HRD). The book could be positioned as a supplement to course textbooks for courses in adult education and HRD. I would write the cases and develop the exercises, but could also get others to contribute a case study or exercise to the book. Cases would each be a halfpage to maybe 23 pages at the long end, and would include questions for students/readers. Supplementary information (possibly in the form of a DVD) could be put together for instructors. This information would include case study focal points and examples of possible responses for each study/exercise.

Case Study Solutions - Human Resource Development

This concise text elaborates a clear understanding of the principles of Human Resource Management. Following a case-study approach, this book continues to educate students on HRM concepts, keeping its readers abreast with the fast-changing business environment. The text is interspersed with clearly-labelled figures and tables along with chapter-end questions for a better understanding of the concepts explained. NEW TO FIFTH EDITION • A new chapter on 'New Age HR:

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Analytics to Digitalization' • Reworked chapter on Strategic HRM • Latest developments in each and every segment of HR • End notes for easy reference • New practices, models, illustrations and examples • Recent Indian cases • New research, applications, and experiments with a judicious balance TARGET AUDIENCE • Management Students

Project Management Case Studies

This book is a compilation of case studies in the area of Human Resources Management and Organizational Behavior (HR & OB) conforming to the standards of this common subject for the course of Master of Business Administration (MBA) prescribed by the statutory bodies like All India Council of Technical Education and University Grants Commission. The book consists of thirty-eight case studies covering almost the entire gamut of the subject. The cases use characters with names typically Indian. The narration of the cases reflects Indian culture, value systems and ethos. All the cases are accompanied by a set of about half a dozen questions with the corresponding answers suggested for the guidance of the teacher and student alike. The cases are so designed as to explore the relationship of HR & OB with all the other areas of management including strategic management.

An Introduction to Human Resource Management

Imagine a management philosophy based not upon serving a company's customers, but on serving the company's employees. Vineet Nayar, CEO of HCL Technologies in India, has put such a philosophy into practice with remarkable results. His "employee first, customer second" mantra has been recognized globally as an example of organizational innovation, and was deemed a "new and radical management philosophy" ripe for the picking in the Western world by Business Week. In this book, Nayar himself describes his blunt refusal to treat the flesh and blood of HCL--its people--as "human resource" or as "intellectual capital" or even as an asset like all its other assets-and how his unique perspective led to an holistic transformation of his organization. By putting employees on top of the organizational pyramid, he argues, your company can fully realize the value created in the interface between customers and employees. This book leads managers and executives through the five core aspects of Nayar's approach, demonstrating how to create a sense of urgency, overhaul incentives and reporting structures, foster transparency in communications and feedback, provide platforms for achievement and personal growth, and finally recognize the potential of every individual in the organization. The "Employee First" philosophy should be the fulcrum of the transformation journey of any organization.

Ask a Manager

About the book: With the rapid advancement in technology in the past few years, management students are required to acquire all-round understanding of their respective disciplines and specializations along with general knowledge. Case study approach in Management education is extensively accepted these days as an important tool of teaching strategy. Practical application of the subject knowledge is also essential and various tools are now available to acquaint the students with critical case studies. It has progressively changed the dynamics of traditional learning methodologies. This book endeavours to provide as much knowledge as possible on HR issues through case studies. It is a fine compilation of 24 cases, written over years of experience of working at sensitive areas. Out of these, three are real-life cases experienced at Tata Steel. Various HR aspects have been covered in this book. These case studies throw light on the real-life business situations where practicing managers face new challenges. This book would prove to be a rich source of learning for students of HR, Management, Personnel, and of life itself.

Exploring the Wonderland of Indian Work Force- 38 Case Studies in HR & OB with Questions and Suggested Answers

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This book equips readers with a sound understanding of research, theory and the practical aspects of job design. It critiques the theory and research which provide the foundations of our current understanding of job design, pointing to a need for methodological improvements and a broader conceptual focus. The authors examine recent innovations in manufacturing technologies, techniques and philosophies and how these affect work design, research and practice. They also look at wider trends in manufacturing and elsewhere, such as teleworking, downsizing, the development of a contingent workforce and the changing composition of the workforce. The volume describes how the redesign of work has implications for wider organizationa

Job Satisfaction

In the face of globalization, multinational companies have become the norm, rather than the exception. HR professionals now need to manage across borders, cultures and time zones, meaning that a complete understanding of the theory and practice of International Human Resource Management (HRM) is essential. International Human Resource Management is a concise introduction for all students studying International HRM at the Masters level. It covers everything from the cultural and institutional contexts, international employment law and the role of International Framework Agreements to recruitment and selection, training and development, performance management, reward and benefits, job design and other functional

areas of International HRM. With numerous industry examples and global case studies from companies such as Telefonica, Unilever and Volkswagen, International Human Resource Management goes beyond the theory to fully explore how International HRM works in practice. It is an indispensable textbook to prepare students for successful careers in human resources. Online supporting resources include additional case studies, lecture slides for every chapter, self-test exercises for students, discussion questions and further reading.

Southwood School

We know HR practices have a significant impact on an organization's bottom line, but too often HR leaders fail to demonstrate direct connections to the business metrics that matter most to executives. Predicting Business Success goes beyond the usual slicing and dicing of HR data to show HR professionals how to definitively connect the dots between people data and business outcomes with a straightforward approach for scaling analytics to all leaders and all levels, detailed strategies for collecting key data elements and making talent profiles predictive, and proven guidelines for harnessing data for selection and recruitment, onboarding, employee surveys, training needs, and much more.

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