

Strategic Human Resource Management

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Strategic Human Resource Management

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ALENA PERKINS

Strategic Human Resources Planning Cengage Learning

This book provides a comprehensive and up-to-date text in the subject. It seeks to address a wide gap existing in terms of the availability of a book that provides extensive coverage in the field. It aims to provide students in human resource management courses and practising managers with a comprehensive view of essential concepts and techniques in a highly readable and understandable form. This book particularly focuses on practical applications, examples and cases that managers can utilise in gaining insights into the subject in order to carry out their HR-related responsibilities. It focuses on practical applications, examples and cases that will be useful for both students and HR managers. It serves two important purposes: to provide an academically rigorous study, and at the same time, offer comprehensive and user-friendly pedagogy. The case studies cited in the book are from across the globe, including studies from India, and will appeal to a large audience.

Strategic human capital management Lulu Press, Inc

In a turbulent, unstable era of severe financial pressures, the development of strategic human resource (HR) practices has become an urgent mandate in higher education. With significant and widespread institutional shifts resulting from globalization, heightened competition, and rapid innovation, educational leaders must optimize their most significant resource—human capital—and align HR strategies, structures, and processes with organizational goals. Due to substantial cuts in state appropriations and rapidly diminishing budgets, public institutions of higher education in particular are struggling to realign resources and programs to fulfill their educational missions and maintain academic quality, while simultaneously responding to complex external legislative and accreditation mandates. In light of these challenges, *Creating a Tipping Point: Strategic Human Resources in Higher Education* breaks new ground by presenting a research-based approach that supports the evolution of HR practices from siloed, transactional models to strategic operations that serve the entire university. This monograph provides a concrete, progressive road map to developing organizational capabilities in support of the university's academic mission and illustrates this pathway with examples drawn from public research universities. It offers strategies, tools, metrics, and action steps that support the development of an effective and efficient strategic HR operation in higher education. For institutions seeking to implement strategic HR, this book is a practical and invaluable resource.

[Strategic Human Resource Management](#) Strategic Human Resource Management

Strategic Human Resource ManagementCRC Press

[Strategic Human Resource Management](#) Taylor & Francis

Market_Desc: · Advanced students and senior practitioners in human resource planning Special Features: · Completely new and updated edition of the popular volume in strategic human resource management (SHRM)· Contains selections of important and highly readable articles from worldwide authors· Charts key developments that have changed the theory and practice of SHRM · Covers issues of globalization and knowledge management, and their effect on the field of HRM and SHRM · Includes more articles that discuss international aspects of HRM and SHRM and that demonstrate the use of HRM and SHRM for global competitive advantage · Explores and highlights the new reality of knowledge management and its implications for HRM and SHRM About The Book: This book provides management students and senior practitioners with a completely new and updated guide to the latest work in the field of human resource management and strategic human resource management. It also has a collection of important and highly readable articles from authors around the world charts key developments that have changed the theory and practice of SHRM over the last six years. The book also covers issues of globalization and knowledge management, and their effect on the field of HRM and SHRM.

Strategic Approach to Human Resource Management Cengage Learning Business Press

"The Executive Guide to Facilitating Strategy" provides executives, leaders, and facilitators with a step-by-step resource for guiding their team through all phases of the strategic planning process from gaining the team's buy-in to do planning and identify strategic issues, all the way through organization alignment, implementation, monitoring, and making adjustments.

Strategic Human Resource Management John Wiley & Sons

The digitalization of businesses calls for new forms of leadership and collaboration, as traditional human resources strategies are reaching their limits. Personal responsibility, networking and diversity are increasingly recognized as key prerequisites for agility, adaptability and innovativeness. This book encourages HR managers who want to be pioneers of, or support, digital transformation to rethink their HR strategies. It begins with a clear illustration of the difference between stability and agility in leadership and organization. Building on this, it then guides the reader through a broad range of relevant HR topics and how they compare to the new strategic orientation. All major aspects of HR management are addressed, including recruitment, learning, talent management, remuneration, performance management, corporate training, executive development and change management. Providing a comprehensive, practical, differentiated and non-dogmatic alternative to traditional approaches, the book is a must-read for

all those who are concerned with sustainable HR management in the era of digitalization.

[Human Resources Management for Public and Nonprofit Organizations](#) Cengage Learning

As an increasing number of individuals go to work in the nonprofit sector, nonprofit managers need support on how best to build their human resource management capacity. They need to know what systems to examine, what questions to ask, and how to ensure they are managing people in a legal manner and as effectively as possible given their particular resource constraints. Important questions include: Do we have a clear philosophy, one that aligns with our nonprofit mission and values and allows us to treat our employees as the professionals they are? How do we select, develop, and retain the best people who will produce high value, high performance work, and how do we do so with limited resources? How do we effectively manage our mix of volunteers and paid staff? What do we need to consider to ensure diverse people work together in a harmonious fashion? With all-new chapters written by the top scholars in the field of nonprofit HRM, these are but a few of the many questions that are addressed in this timely volume. These scholars delve into their particular areas of expertise, offering a comprehensive look at theories and trends; legal and ethical issues; how to build HRM from recruitment, management, labor relations, to training and appraisal; as well as topics in diversity, technology, and paid versus volunteer workforce management. This essential handbook offers all core topic coverage as well as countless insider insights, additional resource lists, and tool sets for practical application. With chapters grounded in existing research, but also connecting research to practice for those in the field, *The Nonprofit Human Resource Management Handbook* will be required reading for a generation of scholars, students, and practitioners of nonprofit human resource management.

Strategic Human Resource Management River Publishers

Fundamental changes have recently occurred in the business environment. Borderless economies now exist and no business organization can afford to ignore the international dimension. A strategically managed human resource within a company is a key part of making businesses successful, and this foundation textbook analyzes the current theories on both sides of the Atlantic. It recognises Human Resource Management (HRM) as central to corporate strategy, rather than hived off into a separate personnel "ghetto". Divided into four parts, the book covers: the foundations of strategic HRM; HR planning and HR strategy; strategic selection; and strategic employee relations. The authors have also selected case studies relevant to the topics discussed in the preceding sections which should help students assimilate the essential points concerning strategic HRM. This book aims to advance understanding of the evolution that is taking place from personnel management to strategic HRM, and is designed around current courses in HRM and strategy. Fundamental changes have recently occurred in the business environment. Borderless economies now exist and no business organization can afford to ignore the international dimension. A strategically managed human resource within a company is a key part of making businesses successful, and this foundation textbook analyzes the current theories on both sides of the Atlantic. It recognises Human Resource Management (HRM) as central to corporate strategy, rather than hived off into a separate personnel "ghetto". Divided into four parts, the book covers: the foundations of strategic HRM; HR planning and HR strategy; strategic selection; and strategic employee relations. The authors have also selected case studies relevant to the topics discussed in the preceding sections which should help students assimilate the essential points concerning strategic HRM. This book aims to advance understanding of the evolution that is taking place from personnel management to strategic HRM, and is designed around current courses in HRM and strategy.

[Strategic Human Resource Management in the Public Arena](#) Cambridge University Press

PRODUCT ONLY AVAILABLE WITHIN CENGAGE UNLIMITED. STRATEGIC HUMAN RESOURCE MANAGEMENT 5E offers a truly innovative, integrative framework that examines the traditional functional HR areas from a strategic perspective. This text is organized into two sections. The first section, Chapters 1-7, examines the context of strategic HR and develops a framework and conceptual model for the practice of strategic HR. The second section, Chapters 8-14, examines the actual practice and implementation of strategic HR through a discussion of strategic issues that need to be addressed while developing specific programs and policies related to the traditional functional areas of HR. Both the integrative framework that requires linkage between and consistency among these functional HR activities and the approach toward writing about these traditional functional areas from a strategic perspective distinguish the text from what is currently on the market. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

[Human Resource Management](#) Cengage Learning

Building on the success of the first edition, Christopher Mabey and Graeme Salaman are joined by John Storey in producing an even more comprehensive and thoroughly revised textbook. This volume engages with the essential themes and emergent ideas in strategic human resource management. There is increasing self-confidence about the potential benefit of intangible assets, notably human resources, contributing to the success of organizations. This revised text examines such claims in considerable depth and draws conclusions about the role of strategic HRM at the dawn of the new millennium. A distinctive strength of this volume is that it is a Set Book for one of the largest MBA programmes in Europe. It is a benchmark text for all advanced undergraduate and postgraduate level students of HRM, personnel management and change management. Human

Resource Management: A Strategic Introduction covers the following areas: SHRM: A New Way of Managing? Managing Performance Managing Structures and Employment Relationships Managing Learning Managing Change Managing Meaning

[Armstrong's Handbook of Strategic Human Resource Management](#) John Wiley & Sons

Strategic Human Resource Management has been a topic familiar to many. But this book approaches the same topic in a current global economy with so many Indian business houses venturing into acquiring global giants and establishing themselves atop of the world of business in our growing economy. This means that with electronic communication making the world into a global village and virtual organizations and learning having made the distinction between 'place' and 'space' not a matter of importance, strategies to be adapted by the HR professionals should be totally new. That is where this book is having a new approach to SHRM. It is interspersed with contemporary Indian cases and experience to fall back on to illustrate the different strategies HR has to play as a business partner. Issues in employee privacy in case of virtual organizations have been vividly dealt with. Gone are the days of the fire-fighting role of HR professionals. They are required to play a vital role being part of the business strategy not only at the domestic arena but also in the global business. Challenges involved in building multicultural organizations, cross border merger and acquisition and repatriation and outsourcing are topics that are significant in the local as well as the global human resource management which are discussed extensively. The book explains career planning and development and compensation packages in the context of competencies and balanced scorecard. When speed and alacrity are demanded of all the employees to stay ahead of competition, the employees are required to put in extended hours and work in a stressful environment. Hence, the new-era HR professional has to resort to developmental activities through mentoring, coaching, counseling, stress management and emotional balance. The book is divided into five parts. Apart from the stories narrated within the text of the book, and some exercises, there is a separate section of cases at the end of the book to augment the concepts narrated in each part. It would not only fully meet the requirements of MBA students but would also give new direction to the practicing HR professionals.

[Strategic Human Resource Management](#) Springer

Make human resources work for you. STRATEGIC HUMAN RESOURCE MANAGEMENT shows you how through its unique system of concept integration.

Most human resources textbooks give you the theories without showing you the connections to real life. This textbook lets you see both sides of human resources: the theory and the application. That way, you will not only get a great grade in class, you will be on your way to success after college as well. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

[Strategic Human Resource Management](#) McGraw-Hill Ryerson

Use this practical guide to implement HR processes that benefit both employees and the business as a whole and develop essential skills for HR professionals.

[Strategic Human Resource Management: An Indian Perspective](#) Kogan Page

This book deals with the interaction between strategy and human resources, as approached from a general managerial perspective. Updated and revised, the Second Edition provides students with a comprehensive overview of human resource issues applied to the most current technological advances and updated investments in employment practices. The book provides an investment perspective of human resources and covers the human resource general and legal environment, strategy formulation, planning, strategy implementation, the performance impact of human resource practices and resource evaluation. For managers and executives involved with human resource issues.

[Strategic Human Resource Management and Employment Relations](#) DIANE Publishing

"The well-respected author team strike the ideal balance between the latest academic theory and real-world practice, making this the most applied SHRM textbook written in an eminently student-friendly format."--Source inconnue.

[Managing People in Sport Organizations](#) SAGE

Armstrong's Handbook of Strategic Human Resource Management is a complete guide to integrating HR strategies with wider organizational goals and objectives approaches to achieve sustained competitive advantage. Supported by key learning summaries, source reviews and practical real-life examples from organizations including UNICEF and General Motors (GM), it provides coverage of HRM strategies in key areas of the function such as employee engagement, talent management and learning and development, as well as strategic HRM approaches in an international context. This fully revised seventh edition of Armstrong's Handbook of Strategic Human Resource Management contains new chapters on evidence-based strategic HRM, employee wellbeing strategies and HR analytics, as well as additional case studies and updated wider content to reflect the latest research and thinking. It remains an indispensable resource for both professionals and those studying HR qualifications, including undergraduate and masters

degrees and the CIPD's advanced level qualifications. Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students which include self-assessment questions, case study exercises, and a glossary and literature review.

[Strategic Human Resource Development](#) Red Globe Press

Managing People in Sport Organizations provides a comprehensive overview of the theory and practice of managing people within a strategic framework. This revised and updated second edition examines a range of strategic human resource management approaches that can be used by sport organizations to respond to contemporary challenges and to develop a sustainable performance culture. Drawing on well-established conceptual frameworks and current empirical research, the book systematically covers every key area of HRM theory and practice, including: recruitment training and development performance management and appraisal motivation and reward organizational culture employee relations diversity managing change This new edition also includes expanded coverage of social media, volunteers, and individuals within organizations, and is supported with a new companion website carrying additional resources for students and instructors, including PowerPoint slides, exam questions and useful web links. No other book offers such an up-to-date introduction to core concepts and key professional skills in HRM in sport, and therefore Managing People in Sport Organizations is essential reading for any sport management student or any HR professional working in sport.

[Strategic Human Resource Management](#) New York : Wiley

The concept of strategic human resource management has developed widely in the last couple of years, especially because of the impact of human resources on the competitiveness of organizations. The development of human resource strategies involves taking into account their multiple mutual dependencies and the fact that they must be vertically integrated with the business strategy. These strategies define the intentions and plans related to the overall organizational considerations, such as organizational competitiveness, effectiveness or image, and to more specific aspects of human resources management, such as resourcing, motivating, valuating, learning and development, reward and employee relations. Strategic management of human resources provides a large perspective on the way critical issues or success factors related to people can be addressed and how different concepts of strategic decisions are made, with long-term impacts on the behavior and success of the organization. The fundamental objective of human resource strategic management is to generate strategic capabilities by ensuring that the organization has the high-qualified, committed and well-motivated employees it needs to achieve and sustain the competitive advantage. The emergence of strategic human resource management (SHRM) is influenced by global competition and the corresponding search for sources of a sustainable competitive advantage. SHRM has achieved its prominence because it provides a means by which business firms can enhance the competitiveness and promote managerial efficiency. It facilitates the development of human capital that meets the requirements of a competitive business strategy, so that organizational goals and the mission of the organization will be achieved. The HRM system is defined as "a set of distinct but interrelated activities, functions and processes that are directed at attracting, developing, and maintaining (or disposing of) a firm's human resources." Many agree that HRM is the most effective tool which contributes to the creation of human capital, and in turn, contributes to organizational performance and the competitive advantage. This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM, employment relations, and organizational behavior. As a management discipline, HRM draws insights, models and theories from cognate disciplines and applies them to real-world settings. Further, this book discusses how current theoretical perspectives and frameworks (e.g., those related to strategic competitiveness, knowledge management, learning organization, communities of practice, etc.) can be applied by reflective practitioners to create an eco-friendly organizational culture.

[Short Introduction to Strategic Human Resource Management](#) Routledge

This textbook takes a theoretically informed and practice-based approach to strategic human resource management (HRM) and employment relations (ER). The book follows a unique pedagogical design employing problem-based learning and participant-centred learning approaches, both of which the author has extensive experience in implementing with advanced undergraduate HRM and post-graduate learners. This new edition includes chapters on artificial intelligence (AI) and HR, employee experience and engagement, managing HRM during crises, and eight new cases. In addition, this book includes an online instructors' manual for instructors.

[Strategic Human Resource Management and Development](#) Kogan Page

The first book to examine the strategic and planning importance of the management of human resources. Prominent authors address current trends and business responses, the practices and methodology of human resource systems, and those issues likely to be of greatest importance in the future. Chapters detailing the use of HRM by companies such as Chase Manhattan, GM, GE, and Westinghouse point out the implications and limitations of the concepts discussed.