Cases on Critical Practices for Modern and Future Human Resources Management


Book & CD. This fourth edition makes it clear that all who are interested in the sustainability of South Africa -- and Africa -- must put human resource management (HRM) at the very core of the management of organisations generally. The content is aligned to outcomes that are geared towards analytical and critical thinking about the theory and practice of HRM in South Africa. The African context is addressed, and ample information about HRM aspects 'elsewhere in Africa' is provided.
This edition breaks away even further from the traditional structure of so many standard HRM textbooks. It challenges a broadening of the 'agenda' and scope of HRM work: HRM is not only about managing employees, but also about managing the work and the people who do the work of and in organisations. This may involve alternative ways of getting the work of organisations done superiorly. This book will help you to apply HRM effectively to achieve its ultimate aim, namely to add value to people, to organisations and to society. This comprehensive book is organised around themes such as: Developing an appreciation for the context of HRM in South Africa; Strategising, designing and planning as preparatory HRM work; Handling labour and employee relations challenges; Championing change and transformation; Managing HRM-related information, including HRM and sustainability reporting. Based on most recent theoretical developments, the emphasis is on the practical applications. Samples of relevant documents are included, and an accompanying CD contains a wealth of relevant resources as well as a continuing, integrating case study that serves as a basis for these applications, and individual and group activities. As a package, South African Human Resource Management will be extremely valuable to both current and aspirant managers, and human resource practitioners.

**South African Human Resource Management**

Focusing on HRM developments in thirteen developing countries across Asia, Africa and the Middle East, this book explores the contextual functions of HR in these countries. In addition, it analyzes the more general issues of HRM in cross-national settings to give readers an understanding of HR that is both comparative and contextual. Covering the policies and practices of China, South Korea, Taiwan, India, Nepal, Pakistan, Iran, Saudi Arabia, Algeria, Nigeria, Ghana, Kenya and South Africa, each chapter follows a framework that draws out all of the unique and diverse configurations of HRM. This important text is an invaluable resource for all HRM practitioners, students and scholars of HRM, international HRM and international business.

**Vela Ntliziyo Sikubone**

Human Resource Management addresses the challenges faced by human resource managers, integrating traditional theory with real-world strategy to equip students with the knowledge, perspective, and skills they need to thrive in the ever-changing global business environment. Presented in a clear and relatable style, this text emphasizes how effective human
resource management and strategic planning work in concert to allow organizations to achieve maximum success. The focus on practical application illustrates the essential link between strategic planning and implementation, providing an inside look at how real-world companies increase effectiveness through world-class human resources management practices. A wealth of case studies, discussion topics, and exercises reinforce key concepts, strengthening students’ ability to think strategically and integrate core HR management principles into the decision-making process. By mirroring the current landscape’s increased reliance on smart people-management strategy, this text underscores the importance of HR management in attracting and retaining the top talent that drives an organization forward.

Readings and Cases in International Human Resource Management and Organizational Behavior

Human Resource Management

Written from a uniquely South African perspective, this book explores the many facets of the employment relationship. These include strategic employment processes, staff maintenance, trade union interactions, public sector labour relations and terminating employment relationships. This well-researched text, adapted from the best-selling South African Human Resource Management: Theory and Practice (Swanepoel, Erasmus, Van Wyk and Schenk), is rich in theory and applications. It explains the latest developments in structuring learning programmes for public officials, so that they are in line with the South African Qualifications Authority (SAQA), the National Qualifications Framework (NQF) as well as employment equity and affirmative action policies. It further details a workable Human Resource Management strategy for the public sector that includes practices in relation to performance management, appraisal systems, compensation and incentives management, and relevant legislation and regulations. This 2nd edition will be indispensable for all public sector managers, HR specialists, corporate strategists, trade unionists, as well as undergraduate and postgraduate Public Administration and Management students.

HR Governance

• This is an excellent book. Bruce Kaufman, in his ever thoughtful way, has not just analyzed the history of the development of HRM, but assembled 17 chapters in which world-class local experts report on that history in their own country. The book

Human Resource Development

Focusing on HRM developments in thirteen developing countries across Asia, Africa and the Middle East, this book explores the contextual functions of HR in these countries. In addition, it analyzes the more general issues of HRM in cross-national settings to give readers an understanding of HR that is both comparative and contextual. Covering the policies and practices of China, South Korea, Taiwan, India, Nepal, Pakistan, Iran, Saudi Arabia, Algeria, Nigeria, Ghana, Kenya and South Africa, each chapter follows a framework that draws out all of the unique and diverse configurations of HRM. This important text is an invaluable resource for all HRM practitioners, students and scholars of HRM, international HRM and international business.

Human Resource Management: Strategy and Practice

South African Human Resource Management focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective.

South African Human Resource Management

This book addresses the application of sustainable HRM principles within tourism in the specific context of Africa, a neglected area of study. It draws on diverse aspects of HRM, from the micro- (individual) through the meso-level (organisational) to the macro-level (policy, governmental). It also reflects the diverse challenges facing a critical area within emerging African tourism, that of its workforce. The book is substantially research-based and provides a state-of-the-art picture of emergent studies in this area, drawing on case examples from a wide-range of African contexts. As such, it provides a comprehensive resource and starts discussion in an emergent research area.

Human Resource Management in South Africa

**Human Resource Management Practices**

Leading authors explain strategic and risk management approach to human resource management. Numerous examples in every chapter illustrate key points.

**Project Management: Concepts, Methodologies, Tools, and Applications**

The competitive forces generated by globalization act to promote the cross-national diffusion of human resource management 'best practices'. This book contains papers from authors in Europe, Asia, Africa, and US who explore diffusion in a variety of national contexts.

**Human Resource Management in Developing Countries**

Since its original publication in 2000, this text has been intended for students studying HRM for the first time. Its major features are its comprehensive and wide-ranging nature which deals with all major aspects of HRM in a down to earth and practical way, alongside the necessary theoretical underpinning. The key strength is its accessibility to students new to the subject area where it combines a clear explanation with numerous relevant and interesting cases and comments. The range and nature of HRM is fully illustrated by a combination of real life and fictional case studies which heighten awareness of key issues involved in HRM today. This new edition will continue to be appropriate for undergraduate courses, especially first and second year students studying an HRM degree but also for post-graduate courses where many students are new to the field of HRM. It continues to be divided into 12 chapters to provide one topic a week on a modular course, but it may be extended into two semesters. It has been revised to place a greater emphasis on the role of human resources in improving organisational and employee performance. These revisions include the greater use of technology in resourcing and development areas, the change of emphasis from ‘recruitment/selection’ to ‘talent management’ and the use of social networking developments as an aid to HR management. Recent legal developments will also be covered including those relating to age discrimination and the regulation of agency workers. It will be supported by a supplement
An Introduction to Human Resource Management

Organizations of all types are consistently working on new initiatives, product lines, or implementation of new workflows as a way to remain competitive in the modern business environment. No matter the type of project at hand, employing the best methods for effective execution and timely completion of the task at hand is essential to project success. Project Management: Concepts, Methodologies, Tools, and Applications presents the latest research and practical solutions for managing every stage of the project lifecycle. Emphasizing emerging concepts, real-world examples, and authoritative research on managing project workflows and measuring project success in both private and public sectors, this multi-volume reference work is a critical addition to academic, government, and corporate libraries. It is designed for use by project coordinators and managers, business executives, researchers, and graduate-level students interested in putting research-based solutions into practice for effective project management.

Human Resource Management

Human Resources Management 8e provides an introduction to human resource management for undergraduate students at universities and universities of technology. It considers changes in market conditions and focuses on the current HR climate with in greater business and economic context, both within southern Africa and the international community.

Handbook of Research on Impacts of International Business and Political Affairs on the Global Economy

Readings and Cases in International Human Resource Management and Organizational Behavior, 5th Edition examines cross-cultural interactions between people, cultures and human resource systems in a wide variety of regions throughout the world. This is truly a Global collection. Features include: * new readings and case studies positioned alongside trusted ‘tried and true’ readings and cases from past editions * a companion website featuring supplemental material and teaching notes to enhance instructors’ abilities to use the readings and cases with their students. Written to enable students to meet
the international challenges that they face every day and to sensitize them to the complexity of human resource issues in the era of globalization, this text is a vital resource for all those studying international human resource management.

**Fresh Perspectives: Human Resource Management**

Human resource (HR) governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice. As a part of corporate governance, it represents the internal and external normative framework of human resource management and its supervision in organizations. This book theoretically integrates HR governance with the related domains of corporate governance, general management, HR management, and leadership. By doing so, it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines. By interpreting the new ISO 30408 norm on human governance and taking into account recent developments, the book helps to comply with and anticipate current and future HR regulations.

**South African Human Resource Management for the Public Sector**

Essentials of International Human Resource Management: Managing People Globally, by David C. Thomas and Mila B. Lazarova, provides concise coverage of key HRM concepts, balancing comparative approaches and US and non-US schools of thought. Not limited to the multinational firm, this book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context. Chapter-opening vignettes (short cases) exemplify the chapter’s core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

**Short Introduction to Strategic Human Resource Management**

**The Oxford Handbook of Human Resource Management**
Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. Human Resource Management: A Critical Approach opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field.

An Overview of Human Resource Management

The growth of global commerce depends on many different factors and strategies in order for multinational corporations to efficiently compete and thrive in the international marketplace. In addition to business strategies, corporations must also be aware of political affairs that may impact their global economic status. The Handbook of Research on Impacts of International Business and Political Affairs on the Global Economy features dual perspectives on the business and political viewpoints for nations striving to maintain their economic standing in the era of globalization. Providing insight into various economic factors impacting global businesses and international affairs, this publication is a critical reference source for students, policymakers, international diplomats, researchers, scholars, and practitioners interested in financial challenges in the era of globalization.

Human Resources for Health

In this thoroughly updated edition of a classic reference, Stephen E. Condrey brings together leading experts in public administration and HR management to detail how you can: Move beyond your often limited problem-solving role as an HR manager and demonstrate how you can play a more strategic role in your organization. Deal with crucial issues such as diversity, EEO regulations and other legal issues, compensation, sexual harassment, and performance appraisal. Expand your ability to maximize productivity, efficiency, and employee satisfaction. Develop budgets, use volunteers, and employ consultants. Also included with purchase is a free supplemental on-line Instructor's Manual. Order your copy now!
**Human Resource Management in Developing Countries**

In this study of the Comparative Political Economy of East and South Asia, the author adopts an interdisciplinary perspective on Third World development, thus recognising the importance of the interrelationships between the economy and the society and emphasising the need to direct attention to political, institutional and historical factors.

**South African Human Resource Management for the Public Sector**

**Human Resources Management**

This refreshing book offers an alternative perspective on a growing subject area. It boldly tackles the HR challenges in countries spanning the African continent, examining the impact of contextual factors on the development of HR practices.

**Managing Human Resources in Africa**

**Management for Engineers, Technologists and Scientists**

**South African Human Resource Management**

This report discusses important themes in the field of human resource management for the public sector, including managing employee relations, strategizing and planning human resources departments, and selecting employees within the equal employment opportunity guidelines. Current legislation of the field is discussed and new theories on local and international applied research are explored.

**Managing Training and Development**
Organisational Behaviour

The 2nd edition of this guide includes updates on new legislation, such as the Employment Equity and Basic Conditions of Employment Act. It focuses on the knowledge and skills that managers need.

Essentials of International Human Resource Management

In its 9th edition, AHRI-endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management. The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored. A multitude of contemporary regional and international examples are integrated throughout, alongside an expanded coverage on ethics and a focus on critical analysis. Thoroughly revised and updated with the latest research findings, this edition incorporates a wealth of new material including: corporate social responsibility, ethics, sustainable management practice, leadership, talent management, industrial relations, and retains its focus on core human resource elements. Accompanied by online study tools which help to reinforce concepts, apply critical thinking and enhance skills, this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management.

Comparative Political Economy of East and South Asia

Human resources management (HRM) has evolved in the last few years as a result of such factors as outsourcing, work-life balance issues, globalization, increasing proportion of older workers, generational differences, etc. As such, it is imperative to revisit past views and perspectives on methods and practices in HRM in order to ensure that best procedures are being utilized. Cases on Critical Practices for Modern and Future Human Resources Management offers teaching cases from the corporate, public, and educational sectors that present critical reviews of different aspects of HRM, its origin, role and responsibilities, functions, and the future of HRM in the context of changing patterns of work, society, and the world. It functions as a resource that will spur future HR personnel to become more ethically conscious managers and citizens. Highlighting important topics that include employee wellbeing, recruitment, and retention, this book is ideal for human
resources managers, organization development consultants, small and medium enterprises, non-profit organizations, professionals, academicians, researchers, and students

**Human Resource Management**

The eighth edition of Managing Training and Development focuses on the training and development of people from a human resource management perspective. The book is written for undergraduate students of Human Resource Management; Human Resource Development; Industrial Psychology; Management and Business Management at universities, universities of technology as well as industry training providers.

**Fundamentals of Human Resource Management**

In this analysis of the global workforce, the Joint Learning Initiative, a consortium of more than 100 health leaders, proposes that mobilization and strengthening of human resources for health, neglected yet critical, is central to combating health crises in some of the world's poorest countries and for building sustainable health systems everywhere. Worker shortage, skill mix imbalance, maldistribution, negative work environments, and weak knowledge bases challenge nearly all countries. Especially in the poorest countries, the workforce is under assault by a triple threat of HIV/AIDS, out-migration, and inadequate investment. Effective country strategies should be launched and backed by international reinforcement. These include urgently mobilizing one million more health workers for Africa, and focusing efforts on the unremunerated community-level health workers, the majority of whom are women. Ultimately, the crisis in human resources is a shared problem requiring shared responsibility for cooperative action. Alliances for action are recommended to strengthen the performance of all actors while expanding space and energy for new ones.

**Sustainable Human Resource Management in Tourism**

HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative
account of current trends and developments. The Handbook is divided into four parts: *Foundations and Frameworks*, *Core Processes and Functions*, *Patterns and Dynamics*, *Measurement and Outcomes*. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.

**The Development of Human Resource Management Across Nations**

This book is designed to help practitioners and academics to assess the added value of HR practices. It provides hands-on recommendations for choosing effective means to manage HR and specific suggestions aimed at facilitating the measurement of HR practices' impact on value creation. Evidence-based recommendations are made by drawing on thorough empirical research from various research traditions and academic disciplines. It covers a wide variety of tasks faced by the HR function and specifically addresses new challenges such as assessing the added value of work-life balance practices.

**Global Diffusion of Human Resource Practices**

Addressing the specific needs of engineers, scientists, and technicians, this reference introduces engineering students to the basics of marketing, human resource management, employment relations, personnel management, and financial management. This guide will help engineering students develop a sense for business and prepare them for the commercial and administrative dealings with customers, suppliers, contractors, accountants, and managers.

**Handbook of Human Resources Management in Government**

Grobler and Wärnich’s market-leading text has long been regarded as the most comprehensive and user-friendly book available for those studying Human Resource Management in South Africa. Written from a business management perspective, it not only addresses the traditional core Human Resource activities but also provides the reader with insight into future Human Resource challenges.

**The Encyclopaedia Britannica**
A brand new concise introductory text in human resource development that has a skills-building, practical focus yet is underpinned by the latest academic research. Highly engaging and accessible it brings the subject to life through innovative learning tools including videos and active case studies.

**Municipal Management**

Book & CD. In a developmental state like South Africa, municipalities have the specific responsibility of generating growth and development in their areas of jurisdiction. Through consultative processes, municipal goals and functioning are in the public domain. As co-creator of the future of local communities, municipalities must master the totality of local governance. To do this, current and prospective municipal managers need to understand, for example: the role and functions of municipalities in South Africa; the constitutional dispensation as it affects municipalities; the strategic orientation of municipalities within the global and national contexts; the capacities and resources available; best practices as far as management processes, procedures and methods are concerned. The book explores the multifaceted nature of municipal management in South Africa and focuses the readers attention on selected key strategic issues such as: local economic development; local democracy; disaster risk reduction.

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