

Human Resource Management In South Africa 4th Edition

Combining up-to-date research, innovative content and practical perspectives, this book is the benchmark by which all other strategic HRM reference works should be measured. Leading figures from around the globe survey the current state of the discipline, while also introducing and exploring new, cutting edge themes in order to offer a comprehensive and authoritative overview of the field. Section introductions and integrative critiques pull together the separate themes to provide cross-comparisons between chapters to create a cohesive and well-structured volume. Unlike other texts in this area, The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business writers in areas adjacent to human resource management, including strategy, innovation and organizational learning. These add fresh and challenging insights into HRM themes from key mainstream business and management thinking. The field of strategic HRM is thus enriched and extended by this volume. Focusing on the interplay between theory and practice, this book is an essential resource for researchers and students studying human resource management and strategy.

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.

•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 is fu

The second edition of this best-selling text has been fully revised and updated in line with recent changes in the South African working environment. In particular, legislation such as the Employment Equity and Skills & Development Acts are discussed and practical issues including sexual harassment and the management of diversity are explored. Balancing theory and practice throughout, the authors describe the role and contribution of the HR function in a modern organization, review current concepts, principles and techniques, and assess and evaluate the performance of HR activities - all in a South African context.

Strengthen your students' understanding of today's important human resource issues and equip them with the skills to overcome current practical HRM challenges when you supplement your course with the latest edition of Nkomo/Fottler/McAfee's unique HUMAN RESOURCE MANAGEMENT APPLICATIONS: CASES, EXERCISES, INCIDENTS, AND SKILL BUILDERS, 7E. This one-of-a-kind, single source brings contemporary human resource management cases, focused exercises, timely incidents and proven skill builders together. You save significant preparation time, while your students gain hands-on experience critical. A new Correlation Chart in the revised Instructor's Manual corresponds with other leading Cengage Learning introductory HR texts makes this edition's valuable cases and applications easy to integrate into your introductory HR course. An emphasis on problem solving and decision making throughout the exercises make HUMAN RESOURCE MANAGEMENT APPLICATIONS, 7E ideal for any level of study. New and updated cases and applications drawn from actual current events highlight a variety of organizations and industries, including today's growing service sector. The book reinforces topics most critical to today's HR manager as it helps you strengthen your students' hands-on experience to better meet the challenges of HRM today. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities.

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.

In this book, Korean multinational enterprises management strategies in China are analyzed. China is re centering Asia around its newfound economic might, even as neighboring countries such as Japan and Korea will remain more economically developed for generations to come. How do Asian companies adapt to the Chinese market? In this fascinating study, Haiying Kang and Jie Shen investigate how Korean enterprises have adapted human resources practices to the evolving corporate climate in China. Unorthodox blends of culture, legal expectations, and more make the market a truly interesting one to explore HRM practices on the margins. Compelling for academics in HRM but also related social sciences, HR practitioners, and corporate leaders alike, this book is a timely look at new Asian corporate cultures.

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.

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

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.

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; Sourcing work talent; Facing the countrys people empowerment challenge; Meeting the reward and care challenge; 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 Theory and Practice Juta and Company Ltd

This book is the first Southern African edition of Stephen P. Robbins's Organizational Behaviour, the best-selling organisational behaviour textbook worldwide.

Effective management of human resources is essential to the success of any organization. In this authoritative, sophisticated and engaging new text on Human Resource Management, an international team of leading analysts guides the advanced student through this fundamental discipline of management in all its complexity. The book explores all the central themes and concepts of HRM theory and practice, and introduces the most important issues influencing contemporary practice in a wide range of organizational contexts. It systematically examines the main functional areas of HRM, and engages with a number of key contemporary issues for both scholars and practitioners. Topics covered include: Strategic HRM Ethics in HRM Knowledge management HRM and performance Outsourcing and implications for HRM HRM in small and medium enterprises Key functional areas of HR practice International HRM Adopting a critical perspective throughout that challenges the student to examine closely the fundamental purpose and practices of HRM, this book is essential reading for all serious students of Human Resource Management and for any HRM professional looking to deepen his understanding of the subject.

This text provides students with an introduction to international human resource management. The authors assume no background knowledge of HRM and blend academic theories with numerous practical examples. Case studies from a wide range of geographical regions and cultures are employed, East as well as West.

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.

International Human Resource Management provides a concise overview of the rich HR landscape in Europe to help students develop cutting-edge people management approaches. The innovative, multi-disciplinary approach of the book provides a holistic picture of the key issues on the individual, organizational and societal levels. The book is divided into three parts: Part I explores the institutional and economic contexts that organizations face in different European countries. This section goes beyond exploring issues of diversity to include a discussion of the impact of the recent financial crisis. Part II concentrates on the key challenges and trends facing HR, including an aging population, migration, and sustainability, and analyzes the unique and inventive ways these are addressed in different countries across Europe. Part III focuses on the fundamental HR areas – recruitment and selection, performance management and rewards, employment relations, global careers, and so forth – and the ways in which these policies and practices are shaped by the European Union. With broader coverage, the latest thinking in the field, and cutting-edge cases, examples and insights, this book will prove a highly valuable resource for students, researchers and practitioners working in human resource management, and international business.

This volume addresses the shortage of knowledge about the nature, diversity and context of HRM in Africa and highlights the important trends and patterns that have been emerging on the continent.

Human Resource Management places business professionals at the forefront in understanding how organizations can gain sustainable competitive advantage through their people. This book will provide a business professional with up-to-date real-world examples of how organizations perform HR functions. The book references examples of the policies and practices of hundreds of organizations; and, presents case studies of current HR Management issues in real-life settings that allow for critical analysis.

The Handbook of Human Resource Management Education provides an aid to discussion of the curriculum necessary to educate Human Resource Management students so that they are successful in their future careers and aid their organizations and society in developing, maintaining, and innovating effective and efficient human resource management practices. This book is helpful to practicing Human Resource Management professionals in assessing their strengths and weaknesses and devising action plans to turn weaknesses into strengths. The handbook seeks answers from a wide variety of scholars and experts in the HR field to the provocative questions: Is there really an HR field as previously defined? Is HR dead or just sleeping? What can be done to change the negative views of HR education and HR practice held by many critics of the discipline in business and academia.

In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field

become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution.

International human resource management (IHRM) is a key area of research in the sphere of international business and management. Described as a field in its infancy in the 1980s, IHRM has quickly advanced through adolescence and into maturity. Today, it is a vibrant and diverse discipline which boasts a large and active body of researchers across the globe. This volume examines cutting-edge themes, with the input of contributions from both established and emerging scholars. The Routledge Companion to International Human Resource Management gives a state-of-the-art overview of the key themes, topics and debates in the discipline, with valuable insights into directions for future research. Drawing on a large and respected international contributor base and with its focus on mature and emerging markets, this book is an essential resource for researchers, students and IHRM professionals alike.

Steen/Noe Fifth Canadian Edition has been written to make HR more accessible to students, more reflective of their situation, and more about them. Today, every manager is "in HR", and every employee is actively engaged in the process of HRM, regardless of whether they aspire to be a manager or an HR professional. Students will experience HRM every day of their working lives, from how they are perceived by recruiters to completing a performance appraisal, to being promoted or fired. When students ask "What's In It For Me?", the Fifth Canadian Edition will show them just how relevant HRM is to them as people, employees and eventually managers. This easy to read and relevant 11 chapter human resource management text is ideal for a one-semester course. Steen/Noe balances theory with practical application and rich examples that support the need for foundational HRM, thought leadership and applied insight necessary to perform and thrive in organizations today.

This edited book, in twelve chapters on covers a wide range of regional and national cultures, as well as perspectives, exploring how these might shape both theory and practice in the field of international human resource management.

Thoroughly updated and expanded, the fifth edition of International Human Resource Management focuses on international human resource management (IHRM) within multinational enterprises (MNEs). The book has been designed to lead readers through all of the key topics of IHRM in a highly engaging and approachable way. In addition to the key topics and rich pedagogy students have come to expect, chapters have been updated, including an expanded chapter on Comparative and National Culture. Uncovering precisely why IHRM is important for success in international business, and how IHRM policies and practices function within the multinational enterprise, this comprehensive textbook provides an outstanding foundation for understanding the theory and practice of IHRM. It is essential reading for all students, instructors, and IHRM professionals. Instructor resources can be found at http://routledgetextbooks.com/textbooks/_author/globalhrm/

HUMAN RESOURCE MANAGEMENT: ESSENTIAL PERSPECTIVES, 7E provides a focused understanding of the most up-to-date concepts and practices that are important for today's successful HR professionals. Recognized authors Robert Mathis, John Jackson, and Sean Valentine have condensed the best from their market-leading Human Resource Management, 14e to create a concise text intended for HR directors and instructors seeking basic yet comprehensive and up-to-date coverage of HR concepts and practices. Thorough yet concise, HUMAN RESOURCE MANAGEMENT: ESSENTIAL PERSPECTIVES, 7E follows a consolidated framework adapted from the larger book while helping students identify and focus on core concepts in the field in a more succinct, streamlined format. This edition reviews today's most important laws and regulations and addresses the information most often used by HR professionals. The authors focus on the coverage most important for students, with a solid introduction to concepts and practices that are applicable for HR professionals and general managers in numerous industries. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context. Acknowledging and reflecting upon key trends in HRM, the labour market and the broader economy, the author offers critical discussion of the theoretical and practical issues surrounding HRM. Includes accessible learning features to help you best explore the material, including: - 'research', 'ethics' and 'international' insight boxes; - chapter summaries and objectives; - self-test questions; - recommended reading; - end of chapter case studies. An accompanying companion website (www.sagepub.co.uk/wilton) provides you with full-text journal articles, extended case studies, weblinks and a glossary. The website also provides an instructor's manual, PowerPoint slides and a multiple-choice test bank for lecturers. This book is essential reading for undergraduate, postgraduate and MBA students, as well as those studying for their CIPD qualifications. Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England. "Well-researched, well-written, and is clearly signposted and structured for the reader. The learning objectives at the outset of every chapter act as a clear guide for each topic explored. Additional references and further reading are also offered to the student seeking deeper knowledge. Case studies, throughout the book, bring the HRM theories to life and demonstrably link these with practice. Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources" - Denise Bagley, Principal Lecturer in Human Resource Management, London South Bank University

Fully up-to-date revised edition with new exciting real-world features including video interviews with HR managers. In the words of video interviewees for Human Resource Management fifth edition: 'The HR strategy absolutely underpins the business strategy' - Lesley White, HR Director UK and Ireland, Huawei Technologies 'Organisations provide a differential through their people' - Keith Hanlon-Smith, Employee Relations Director, Norland Managed Services This new edition of Human Resource Management: Theory and Practice combines comprehensive text and web material to help you understand the context of the rapidly changing contemporary workplace and the importance of HRM within it. The authors challenge you to think critically and to apply this to the real world of business. Key features include: • Two new chapters on Leadership and management development, and Organisational culture and HRM • HRM and Globalization – sections analysing HRM on an international scale and the challenges of managing people across borders • A focus on contemporary themes such as sustainability, dignity at work, diversity and emotion • HRM as I see it – online video interviews with HR managers at organisations such as Sky, Bupa and Unite the Union, with accompanying questions in the textbook • HRM in Practice sections and Case Studies – demonstrate HRM at work in the real world and encourage you to be analytical about practical issues • Online multi-choice questions and skills development guide - aid your understanding and help you get to grips with writing reports and giving presentations. Visit www.palgrave.com/business/bratton5 for comprehensive supporting materials for lecturers and students, including all-new video interviews with HR professionals.

South Korean multinational enterprises (MNEs) have developed rapidly since the late 1950s and now have become competitive players in the global economy. However, little research has been done on how South Korean MNEs manage human resources in their international operations. In order to fill this gap in the literature, this thesis explores the international human resource management (IHRM) practices of

South Korean MNEs in China and how IHRM impacts on employees.

Contemporary Issues in Human Resource Management 4th edition presents both global and local perspectives on the issues that human resource management face in the modern workplace.

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