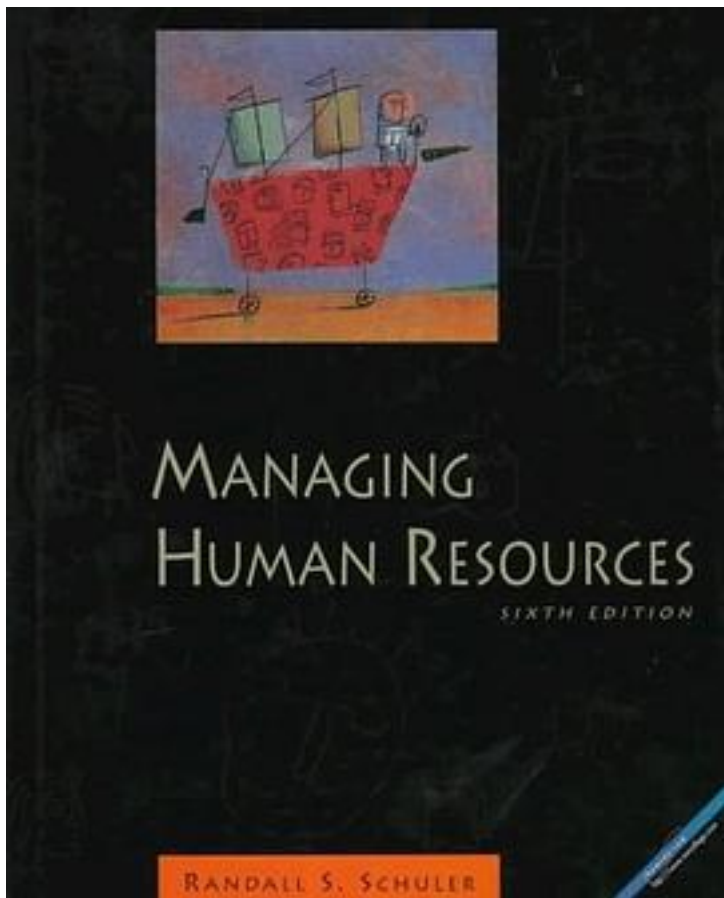


Managing Human Resources



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出版者:South-Western College Pub

出版时间:2008-02-15

装帧:Hardcover

isbn:9780324568394

MANAGING HUMAN RESOURCES THROUGH STRATEGIC PARTNERSHIPS, Tenth Edition, explains how successful companies manage human resources in order to compete effectively in a dynamic, global environment. Long known and respected as a tightly integrated, clear, higher-level text, MANAGING HUMAN RESOURCES THROUGH

STRATEGIC PARTNERSHIPS, Tenth Edition, presents strong organizing themes: strategy, teams, diversity, global issues, and change. These themes are highlighted in interesting boxed features throughout the tenth edition. The text also follows an organizational structure that emphasizes the HR Triad (employee, line manager, HR manager) with the understanding that effective human resource management requires mutual understanding and collaboration among HR professionals, managers, and all other employees. Because organizations differ from each other in so many ways--including their locations, competitive strategies, products and services, and corporate cultures--these experienced authors use many different companies to illustrate how employers address the challenge of managing human resources effectively. Examples of companies in many different industries include Southwest Airlines, Deere & Company, Wegmans, Lincoln Electric, McDonalds, TRW, Steelcase, Google, Novartis, Johnson & Johnson, SAS, Outback Steakhouses, United States Postal Service, UPS, IBM, 3M, Alberto Culver Weyerhaeuser, The Ritz-Carlton, and many others. The authors selected these organizations because they successfully combine a respect for established principles of human resource management with a willingness to experiment and try new approaches, allowing them to succeed year after year.

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