Introduction to Human Resource Management

[Introduction to Human Resource Management_下载链接1_](#)

著者:Banfield, Paul/ Kay, Rebecca

出版者:

出版时间:2008-3

装帧:

isbn:9780199291526

Designed specifically for students taking their first introductory module in human resource management, this textbook combines the academic and practitioner perspectives to produce a balanced introduction to the subject. This approach explores how HR is actually practised and experienced in the workplace, which overcomes the idealistic and partial insights of many textbooks. By taking a truly holistic approach to the subject, this text avoids the presentation of HRM as a separate management function, and instead presents HR processes and challenges as an integral part of any business. The book is divided into 4 parts: The Foundations of HRM (Chapters 1- 2) is followed by Operational Challenges (Chapters 3-8). Key HR Processes are then examined (Chapters 9-12) before the final part presents three real-life case study chapters (Chapters 12- 15), which provide detailed insights into the role of HRM in three different business scenarios: the opening of a new hotel, the closure of a factory, and the reform of the HR function within an NHS hospital. By examining HR in action in a real life scenario, students can understand the application of the theories and avoid an over-simplistic understanding of the subject. Within each chapter, care has been taken to encourage students to think critically about the issues. Plenty of real life examples and case studies are included throughout, presenting the reader with opportunities to understand the theory in practice, and bringing the topics to life. A

wide range of boxed learning features and a user-friendly writing style ensures the content is fully understood and encourages students to actively engage with the issues raised. All the chapters are packed with examples, mini-cases, and end-of-chapter case studies looking at UK, European and international businesses, illustrating each topic in real life contexts. Online Resource Centre For lecturers: 1. Test Bank 2. PowerPoint Lecture Slides 3. Seminar Activities 4. Answers to Case Study Questions 5. Discussion Questions and Suggested Answers 6. Essay Questions and Suggested Answers For students: 1. Additional Case Study Material - the story continued. 2. Multiple Choice Questions with feedback 3. Weblinks

作者介绍:

目录:

[Introduction to Human Resource Management_下载链接1_](#)

标签

评论

[Introduction to Human Resource Management_下载链接1_](#)

书评

[Introduction to Human Resource Management_下载链接1_](#)