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Ideal for business and HR students taking a critical look at HRM theory and practice, this fully updated 6th edition of Human Resource Management at Work combines the latest research with real-world examples. Linking theory with practice, it encourages a critical awareness of HRM through case studies, real-world examples and activities.

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Public Personnel Management (PPM) is published specifically for human resource executives and managers in the public sector. Each quarterly edition contains in-depth articles on trends, case studies and the latest research by top human resource scholars and industry experts. This journal is a member of the Committee on Publication Ethics (COPE).

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In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations, this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession, public service contracting, public sector unions, security concerns, performance measurement, remote management, management of volunteers, the challenges and opportunities of developing an organizational culture, and lessons from the experiences of countries ...

[Personnel Management in Government Agencies and Nonprofit ...](#)

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Now in its sixth edition, this book is established as one of the best selling introductions to the ideas and developments that form the basis of the study of management. While the overall structure of this new edition remains the same, all the material has been updated and much of the material has been expanded.

Management Theory and Practice - Gerald A. Cole - Google Books

Principles of Personnel Management International student edition McGraw-Hill series in management Tax and Estate Planning Series: Author: Edwin B. Flippo: Edition: 4: Publisher: McGraw-Hill, 1976: Original from: the University of California: Digitized: 17 May 2008: ISBN: 007021316X, 9780070213166: Length: 592 pages : Export Citation: BiBTex ...

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Free Personnel Management Books. Human resources management is concerned with the effective use of the skills of people. They may be salespeople in a store, clerks in an office, operators in a factory, or technicians in a research laboratory. In a business, personnel management starts with the recruiting and hiring of qualified people and ...

Public Personnel Management has served as an essential, concise reader for public personnel and human resource management courses in the fields of public administration, political science, and public policy over the last 25 years. Since the first edition published in 1991, the book has offered professors and students alike an in-depth look at cutting-edge developments beyond standard textbook coverage, to provide a broad understanding of the key management and policy issues facing public and nonprofit HRM today. Original chapters are written expressly for the text by leading public administration scholars, each focusing on specific and often controversial concerns for public personnel management, such as pensions, gender and sexuality, healthcare, unions, and a multi-generational workforce. Now in an extensively revised sixth edition, Public Personnel Management presents new, original chapters to examine developments of interest to researchers and practitioners alike, including: remote working, cybersecurity, public service motivation, the abandonment of traditional civil service at the state and local levels, the Affordable Care Act and its implications for practice, pension systems and labor relations, affirmative action, social equity, legislation surrounding LGBT rights, and – as the field of public personnel management becomes more internationalized – a chapter addressing public personnel management across Europe. This careful and thoughtful overhaul will ensure that Public Personnel Management remains a field-defining book for the next 25 years.

Authoritatively and expertly written, the new seventh edition of Bratton and Gold's Human Resource Management builds upon the enduring strengths of this renowned book. Thoroughly updated, topical and accessible, this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever-changing world of work. The new edition truly captures the zeitgeist of contemporary human resource management. With coverage of the Covid-19 pandemic in relation to business ethics, physical and mental wellbeing, inequality and the rise of the gig-economy and precarious work, students will feel connected to the complex issues that face workers, organisations and wider society. This edition also includes expanded coverage on the ever-palpable effects of globalization and technological change and explores the

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importance of sustainable practice. Students will gain critical insight into the realities of contemporary HRM, engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management. New to this edition: - New 'Ethical Insight' boxes explore areas of current ethical concern in trends and practice - New 'Digital Spotlight' boxes explore innovations in technology, analytics and AI and the impact on workers and organisations - Topical coverage on job design and the rise of the gig economy and precarious work - A critical discussion of the core themes and debates around human resource management in the post-Covid-19 era, including mental health and wellbeing. - A rich companion website packed with extra resources, including interviews with HR professionals, bonus case studies and vocab checklists for ESL students.

In an era of "doing more with less," public personnel managers and administrators face constantly changing pressures and concerns. The 6th edition includes new discussion on the impact of social media on personnel management and updated research on sexual orientation, diversity, generational differences and inclusion in the workplace

The long-awaited new edition of this highly praised text includes full coverage of policy issues and professional practice in nonprofit organizations, as well as at federal, state, and local levels of government. Retaining its accessible writing style, this sixth edition: examines the latest management theories (such as employee engagement and motivation) and current issues including disability, privatization, merit systems, and family and medical leave; roots the discussion in public policy issues, providing students with a better understanding of the actors involved and the broader context of personnel administration; provides abundant pedagogical tools, including learning objectives, summaries, and discussion questions, to guide student understanding and foster critical thinking; includes exercises and case studies throughout the book for individual or group work, helping students apply public personnel management concepts to real world situations. In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations, this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession, public service contracting, public sector unions, security concerns, performance measurement, remote management, management of volunteers, the challenges and opportunities of developing an organizational culture, and lessons from the experiences of countries around the world. This is a textbook that is ideally suited to prepare students to manage people, effectively, whether in government, nonprofit organizations, NGOs, or in the private sector.

Recognizing the inherent tensions and contradictions that result from managing people in organizations, *Human Resource Management in Public Service: Paradoxes, Processes, and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector. Continuing the award-winning tradition of previous editions, this Sixth Edition helps you to understand complex managerial puzzles and explores the stages of the employment process, including recruitment, selection, training, legal rights and responsibilities, compensation, and appraisal. Grounded in real public service experiences, the book emphasizes hands-on skill building and problem solving. New to the Sixth Edition: Ethics case studies have been added to all the chapters, enabling you to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer you a window into the most current methods used in the recruitment process and provide insight into the job seeker's perspective. New examples from a broad range of local, state, federal, and international settings enable you to apply key concepts to common management issues.

Now in a thoroughly revised 7th edition, *Public Personnel Management* focuses on the critical issues and common processes in the management of public

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sector personnel. In keeping with prior editions, the text centers on the core processes within public human resource management: strategic workforce planning, effective recruitment and retention, workforce development, and employee relations. Designed to further address the ways in which expectations for human resource managers have changed and developed in recent years, the 7th edition includes several new features and improvements: Substantially restructured, updated, and additional case studies and student exercises. Coverage of how the field of Public HRM has been influenced by the two most recent national recessions, economic downturns at the state and local level, privatization and contracting trends at all levels of government, the growing presence of millennial employees in the workplace, issues surrounding social media use within the workplace, the evolving goals of social equity and diversity, and the shifting role and influence of labor unions. Discussions of how the growth in information technology capabilities has influenced the major processes within HRM, from workforce analysis through big data analytics to the explosion in automated recruitment, assessment, and instructional technologies. For the first time, the text includes an online Instructor's Manual, PowerPoint slides, discussion questions, and suggestions for further reading to make it even easier to assign and use this classic text in the classroom. Providing the most up-to-date and thorough overview of the history and practice of public human resource management for both undergraduate and graduate students, *Public Personnel Management, 7e* remains the beloved text it ever was, ideal for introductory courses in *Public Personnel Management*, *Public Human Resource Management*, and *Nonprofit Personnel Management*.

Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

With over 20 million people on its payroll, the government continues to be the largest employer in the country. Managing people who do the nation's work is of critical importance to politicians and government leaders as well as citizens. The great recession of 2008 put enormous strains on governments, highlighting the key role personnel play in managing under times of austerity as well as prosperity. A thorough examination of political and historical aspects, *Personnel Management in Government: Politics and Process, Seventh Edition* provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector. It discusses the development of public sector human resource management, the present status of best practices, and important insights from current scholarship on all three levels of government: federal, state, and local. See What's New in the Seventh Edition: Personnel reforms under the Obama administration Pension developments at state and local levels of government Labor relations reforms at state and local levels, e.g. recent experiences in Michigan, Ohio, and other states making big changes to labor laws and policies Changes to diversity and affirmative action initiatives across the nation Developments in performance outcome initiatives at all levels of government During the 36 years since the publication of the first edition, the authors have addressed issues that were not yet considered mainstream, yet have become so over time. The seventh edition is no different. It examines progress that public personnel professionals are making to address changes in the political, legal, and managerial environment of the current decade. Exploring developments and innovations in the management of people who carry out the government's work, the book introduces students to public sector personnel management.

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Public Human Resource Management: Problems and Prospects by Richard C. Kearney and Jerrell D. Coggburn brings together exemplary contributors who provide concise essays on major contemporary public human resources management issues. Organized into four parts – setting, techniques, issues and prospects – and covering the major process, function and policy issues in the field, the text offers valuable wisdom to students and practitioners alike. The new edition boasts sixteen new and eleven updated chapters authored by the leading figures in the field as well as by up-and-coming new scholars.

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