



Human Resource Management (9th Edition)

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This best-selling survey of contemporary human resource management offers a balance of practical and applied material as well as underlying Human Resource Management theory. It reflects the latest information, including the impact of global competition and rapid technological advances that have accelerated trends such as shared service centers, outsourcing, and just-in-time training. A wealth of actual company examples demonstrates how concepts are being used in today's leading-edge organizations. For all Human Resources personnel and managers.

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Editorial Review

Review

The real life examples, quotes and case studies, together with the reference to the web-site links, will undoubtedly help to enhance the suitability of this text to a range of courses. I will certainly recommend this text to my students.

Kirsten Krauth, Coventry Business School, UK

I have used this text over many years, both in the UK on undergraduate and postgraduate programmes and overseas on MBA programmes, and have come to rely on its comprehensive mix of academic and practical insights into the world of HR. It is easy to follow, engaging in style, and keeps the readerâ€™s interest up.

John Martin, Fellow of Hull University, UK

The structure of the book invites the student to elaborate self-steering learning and â€œ learn to learnâ€• .

Jos Weel, University of Professional Education Hogeschool van Amsterdam, The Netherlands

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From the Publisher

This best-selling survey of contemporary human resource management offers a balanced blend of practical, realistic perspectives and techniques and the underlying conceptual HRM theory. It reflects the latest in HRM practices -- featuring numerous company examples that demonstrate how concepts are actually being used in leading-edge organizations today.

From the Back Cover

People Make the Difference in Human Resource Management

Today, it is the human resources that make the real difference in achieving organizational goals. This edition focuses on the inter-relationship of human resource management functions and the increasing use of technology throughout the organization. Through the use of numerous examples and company research, this book provides helpful insight for those who have a desire to make human resources their career choice, and for all others who aspire to management positions.

The Eighth Edition Features:

- **New!** An entirely new Chapter 6 dedicated to the latest on Internet recruitment, including topics such as "A New HR Position—Cyber Recruiters," "Employment Web Sites," and "Designing a Web Site for Job Seekers."
- **Custom Videos**—appear at the end of each part—highlighting HR issues and skills, to provide excellent starting points for classroom discussion.
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