

Contemporary Human Resources Management Text And Cases

Contemporary Human Resources Management Text And Cases Contemporary Human Resources Management Text and Cases Table of Contents Part I Foundations of Human Resources Management Chapter 1 to Human Resources Management What is Human Resources Management The Evolution of HRM The Strategic Importance of HRM Trends and Challenges in HRM Chapter 2 Legal Foundations of HRM Equal Employment Opportunity Laws Labor Relations Laws Safety and Health Laws Other Relevant Legal Considerations Chapter 3 Human Resource Planning and Job Analysis Strategic HR Planning Forecasting HR Needs Job Analysis Techniques Job Descriptions and Specifications Chapter 4 Recruitment and Selection The Recruitment Process Selection Methods Legal Considerations in Recruitment and Selection Employment Branding Part II Managing Human Resources Chapter 5 Training and Development Needs Assessment and Training Design Training Methods and Delivery Performance Management and Development Succession Planning 2 Chapter 6 Performance Management The Performance Management Process Performance Appraisal Methods Performance Feedback and Coaching Performance Improvement Plans Chapter 7 Compensation and Benefits Compensation Systems and Structures Job Evaluation Methods Wage and Salary Administration Benefits Programs Chapter 8 Employee Relations Employee Communication and Engagement Labor Relations and Collective Bargaining Employee Discipline and Grievances Workplace Safety and Health Part III Contemporary Issues in HRM Chapter 9 Diversity and Inclusion The Business Case for Diversity and Inclusion Building an Inclusive Workplace Managing Diversity in the Global Workplace Diversity Training and Development Chapter 10 Global Human Resource Management Challenges of Managing a Global Workforce International HRM Practices Cultural Considerations in HRM Global Talent Acquisition and Development Chapter 11 Technology and HR The Impact of Technology on HRM HR Technology Solutions Data Analytics in HRM Automation and the Future of Work Chapter 12 Ethics and Social Responsibility in HRM Ethical Considerations in HRM Decisions Corporate Social Responsibility and HRM Sustainability and the Environment 3 Social Impact of HR Practices Part IV Cases and Applications Case Studies Each chapter includes case studies that illustrate the concepts discussed in the text Cases are designed to be interactive and encourage critical thinking Application Exercises Each chapter also includes application exercises to help students apply the concepts to real world situations Exercises range from individual assignments to group projects Conclusion Summary of key takeaways Future trends in HRM Resources for further learning This text provides a comprehensive and engaging introduction to contemporary human resource management It features A clear and concise writing style Realworld examples and case studies Interactive learning activities A focus on current trends and challenges in HRM Target Audience This text is intended for undergraduate and graduate students studying human resource management It can also be used by practitioners seeking to enhance their understanding of current HRM practices About the Authors Author information Overall this text provides students and professionals with a solid understanding of the foundations practices and current issues in human resource management while also incorporating realworld case studies and practical application exercises to enhance learning and promote critical thinking Note This structure and description are a guideline and the specific content of each chapter will vary depending on the authors specific focus and expertise You can adapt this structure 4 to fit your own needs and the specific topics you wish to cover

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