

Managing Human Resources Wayne Cascio

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responsibility for managing people it explicitly links the relationship between productivity quality of work life and profits to various human resource management activities and as such strengthens the students perception of human resource management as an important function which affects individuals organizations and society it is research based and contains strong links to the applicability of this research to real business situations

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i did not write this book for students who aspire to be specialists in human resource management hrm rather i wrote it for students of general management whose jobs inevitably will involve responsibility for managing people along with capital material and information assets a fundamental assumption then is that all managers are accountable to their organizations in terms of the impact of their hrm activities and they are expected to add value by managing their people effectively they also are accountable to their peers and to their subordinates in terms of the quality of work life that they are providing

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whatever business you're in there's a fundamental need to support the people that work there that's where human resources comes in in this course hr expert wayne cascios provides a comprehensive guide to the field of human resources wayne ensures new hr professionals are well versed in their core responsibilities from attracting interviewing and hiring candidates to establishing a pay

strategy and creating systems for internal training and development wayne also discusses the role that hr plays in career development performance management and managing an international workforce

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human resource management hrm takes a managerial orientation and is viewed as being relevant to managers in every unit project or team managers are constantly faced with hrm issues problems and decision making and the text s primary goal is to show how each manager must be a human resource problem solver and diagnostician this book pays attention to the application of hrm approaches in real organizational settings and situations realism understanding and critical thinking were important in the revision users have continuously been satisfied with the consistent writing style and level of presentation

unique in focus and content this book explores the basic concepts of public personnel management as they apply specifically to the fire service environment and circumstances reflecting the author s extensive experience as a fire chief of a large fire department and a state fire training director it features insights discussions and real world examples that fire service personnel will recognize and relate to instantly overview of personnel management workforce issues of the 21st century legal issues job analysis and design fire service recruitment selection for employment and promotion training and development performance appraisal discipline health and safety labor relations and collective bargaining for practicing and prospective fire service personnel managers

a detailed overview of human resource management from a strategic perspective is provided in this text to illustrate this approach a human resource management model is tied to the strategic planning process and then this model is utilized throughout the book to

explain how subjects interrelate by introducing key definitions concepts and background in the beginning of the text students have a foundation for understanding the later discussions on strategic management strategic planning portfolio planning and strategy human resource linkages also emphasized is human resource issues outside of the human resource departments subsequent chapters review the relationships among various human resource management activities the organization s strategies and the company s external influences including labour force characteristics governmental regulations labour unions and cultural variations this text also evaluates how to align corporate strategy and human resource practice by considering various approaches to cost benefit analysis and the costing of human research activities

this edition covers the issues surrounding human resource and personnel management tackling contemporary issues such as cultural diversity ethics globalization and the impact of hrm on corporate strategy

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