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ideal for management majors who plan to become hr professionals this highly accessible text presents a conceptual model of the field placing hr in the overall context of business management students gain a broad practical understanding of how hr policies affect the workplace from productivity quality and customer service to employee morale french addresses timely issues changing the current role of hr including international topics technology and the internet social responsibility and performance appraisal several pedagogical features reinforce the author s conceptual approach to human resources management chapter ending experiential exercises promote group discussion and role playing through real world challenges such as discrimination laws safe healthy work environments and negotiation skills comprehensive cases taken from respected publications such as the new york times and the wall street journal explore contemporary issues in hr like the new face of organized labor and the implications of an aging workforce new ethical perspectives boxes expand on the ethical standards maintained by human resource managers today topics covered in this new feature include employee healthcare executive incentives and outsourcing a conceptual model presents human resource management in the context of the overall management process students see the connections between hr policies and organizational outcomes such as customer service productivity quality and employee morale cartoons with content based captions help students to interpret the concepts and real world issues facing hr managers international perspective boxes present current timely issues the pros and cons of outsourcing u s educated immigrants returning home to work and employee involvement in foreign countries contemporary perspectives explore hr topics from managing change and hiring accountability to connecting pay to performance

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