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dramatic challenges and changes in the world of work prompted a sweeping revision of this fifth edition of psychology applied to work an introduction to industrial and organizational psychology muchinsky now discusses the social cultural and structural changes affecting business and the workplace as well as their impact on employers and employees muchinsky consistently relates practical real life situations to the best practices offered by industrial and organizational psychology the author takes you into the workplace using field notes based on his own consulting experience case studies present you with complex workplace problems

in today s competitive business climate companies with effective procurement strategies are beginning to separate themselves from the competition successful purchase order management pom is now a critical core competency and organizations in all industries have started investigating tools and techniques to help them succeed purchase order management best practices brings together the field s latest advances and gives business professionals a comprehensive framework for lowering costs improving efficiency eliminating non value added activities and optimizing the transformation program for the pom process it offers practical proven tactics and detailed guidance into every aspect of pom process redesign mapping the existing process intelligently leveraging new technologies building a strategy for strengthening the relationship with suppliers identifying comprehensive related metrics and much more including industry success stories and lessons learned although pom process transformation is a hot topic there is not a single book that focuses on the recipe of success for a pom transformation program this text fills the gap by providing a breakthrough start to finish roadmap for organizations to implement the pom transformation program successfully

while communicating is a vital skill for managers at all organizational levels and in all functional areas human resource managers are expected to be especially adept communicators given the important interpersonal component of their roles practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of

communication theory and practice into standard human resource management practices this book compiles readings by thought leaders in human resource management and communication exploring the intersection of interests theories and perspectives from the two fields to highlight new opportunities for research and practice in addition to covering the foundations of strategic human resource management the book offers a critical review of the research literature on topics including recruitment selection performance management compensation and development uses a communication perspective to analyze the impact of corporate strategy on human resource systems investigates the key human resource management topic of the relationship between a company s human capital and its effectiveness directly discusses the implications of communication literature for human resource management practice written at the cross section of two established and critically linked fields this book is a must have for graduate human resource management and organizational communication students as well as for high level human resource management practitioners

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