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textbook on personnel management in india covers the theoretical framework the role of a manager in human resources planning wage policy recruitment training workers participation grievances promotion auditing etc bibliography pp 313 to 321 diagrams and statistical tables

textbook on personnel management practice in the usa presents a systems analysis approach to personnel management and applies behavioural sciences methodology to such processes as recruitment job training management development job evaluation wage determination collective bargaining and organizational change etc references

abstract a textbook which addresses current personnel management techniques in detail is intended for use in both college courses in personnel and human resource management and in management employee relations various topics in personnel management are discussed under 8 principal sections general personnel management labor management relations e g unions collective bargaining organizational structure and job design employment and development of people e g human resources planning recruiting selecting eeo appraisal career development counseling and motivating people financial compensation administration and incentives health safety and benefits and personnel and industrial relations as a career case studies are included for most of the topics covered wz

with over 20 million people on its payroll the government continues to be the largest employer in the country managing people who do the nation s work is of critical importance to politicians and government leaders as well as citizens the great recession of 2008 put enormous strains on governments highlighting the key role personnel play in managing under times of austerity as well as prosperity a thorough examination of political and historical aspects personnel management in government politics and process seventh edition provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector it discusses the development of public sector human resource management the present status of best practices and important insights from current scholarship on all three levels of government federal state and local see what s new in the seventh edition personnel reforms under the obama administration pension developments at state and local levels of government labor relations reforms at state and local levels e g recent experiences in michigan ohio and other states making big changes to labor laws and policies changes to diversity and affirmative action initiatives across the nation developments in performance outcome initiatives at all levels of government during the 36 years since the publication of the first edition the authors have addressed issues that were not yet considered mainstream yet have become so over time the seventh edition is no different it examines progress that public personnel professionals are making to address changes in the political legal and managerial environment of the current decade exploring developments and innovations in the management of people who carry out the government s work the book introduces students to public sector personnel management

adopting a human resources approach to and within personnel management this book

uses current research to discuss performance management strategy planning cultural aspects sick pay pensions equal opportunities communication interpersonal skills and organizational theories

for junior graduate level courses in public personnel management or human resources management reflecting contemporary political and managerial realities this text provides a comprehensive exploration of the values conflicts political processes and management techniques which provide the context for personnel administration in the public sector

this edition reflects the institute of personnel and development s autumn 1996 syllabus topics covered include personnel and development management organizational behaviour design and development resourcing employee reward and health safety and welfare an lpbb elbs edition is available

this new and thoroughly revised edition of the best selling personnel management text by stephen bach provides an authoritative analysis of the latest developments in the field for students and professionals new chapters reflect the importance of the eu dimension the new diversity race agenda led by brussels the extended network organization new training practices and the growing importance of mncs both for the uk economy as a whole and as a guide to best practice clearly and comprehensively explains the current complex hr scene with its different levels and layers

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