Denisi Griffin Human Resource Management 2nd Edition

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Encyclopedia of Management Theory Eric H. Kessler 2013-03-01 In discussing a management topic, scholars, educators, practitioners, and the media often toss out the name of a theorist (Taylor, Simon, Weber) or make a sideways reference to a particular theory (bureaucracy, total quality management, groupthink) and move on, as if assuming their audience possesses the necessary background to appreciate and integrate the reference. This is often far from the case. Individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea. This work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory. Drawing together a team of international scholars, it examines the global landscape of the key theories and the theorists behind them, presenting them in the context needed to understand their strengths and weaknesses to thoughtfully apply them. In addition to interpretations of long-established theories, it also offers essays on cutting-edge research, as one might find in a handbook. And, like an unabridged dictionary, it provides concise, to-the-point definitions of key concepts, ideas, schools, and figures. Features and Benefits: Two volumes containing over 280 signed entries provide users with the most authoritative and thorough reference resources available on management theory, both in terms of breadth and depth of coverage. Standardized presentation format, organized into categories based on validity and importance, structures entries so that readers can assess the fundamentals, evolution, and impact of theories. To ease navigation between and among related entries, a Reader's Guide groups entries thematically and each entry is followed by Cross-References. In the electronic version, the Reader's Guide combines with the Cross-References and a detailed Index to provide robust search-and-browse capabilities. An appendix with a Chronology of Management Theory allows readers to easily chart directions and trends in thought and theory from early times to the present. An appendix with Central Management Insights allows readers to easily understand, compare, and apply major theoretical messages of the field. Suggestions for Further Reading at the end of each entry guide readers to sources for more detailed research and discussion. Key themes include: Nature of Management Managing People, Personality, and Perception Managing Motivation Managing Interactions Managing Groups Managing Organizations Managing Environments Strategic Management Human Resources Management International Management and Diversity Managerial Decision Making, Ethics, and Creativity Management Education, Research, and Consulting Management of Operations, Quality, and Information Systems Management of Entrepreneurship Management of Learning and Change Management of Technology and Innovation Management and Leadership Management and Social / Environmental Issues PLUS: Appendix of Chronology of Management Theory PLUS: Appendix of Central Management Insights

Organizational Behavior

Organizational Reliability Katarzyna Tworek 2020-07-14 This book explores the identified research gap and new field of study of organizational reliability. It develops a definition and theoretical internal structure of the notion of organizational reliability as well as a theoretical background describing the structure of its three pillars, and it showcases a set of organizational solutions dedicated for the enhancement of organizational reliability. The book explores the idea that there are new capabilities needed in every organization: reliability capabilities aiming at enhancing and sustaining the reliability of entire organizations and reliability of management, information technology and human resources. The reliability capabilities are understood as the abilities to anticipate and explore potential and occurring hazards, prevent and resolve disruptions, and learn from the problems in order to maintain a proper organizational performance in both normal and abnormal situations. Based on these three pillars, the book concerns the issue of various organizational solutions in order to indicate a set of them, which supports obtaining and maintaining organizational reliability. The book is recommended reading for researchers, academics and students in the fields of management, and entrepreneurs trying to boost the reliability of their organizations.

HR3 Angelo DeNisi 2015-01-13 4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Essential HR Handbook Sharon Armstrong 2008-08-15 Whether you are a newly promoted manager, a seasoned business owner, or a human resources professional, knowing the ins and outs of dealing with HR issues is critical to your success. The Essential HR Handbook is a quick-reference guide that sheds light on the issues that keep managers up at night. It is filled with information, tools, tips, checklists, and road maps to guide managers and HR professionals through the maze of people and legal issues, from recruiting and retaining the best employees to terminating poor performers. With this book, You'll learn how to effectively and efficiently: Individually manage each employee, starting on his or her first day. Manage a multi-generational workforce. Appraise job performance. Coach and counsel. Provide equitable pay, benefits, and total rewards strategies. Identify legal pitfalls and stay out of court. The Essential HR Handbook is the one HR guide every manager needs on his or her desk!

Performance Management Systems Arup Varma 2008-08-28 Performance management is the process by which organizations set goals, determine standards, assign and evaluate work, and distribute rewards. But when you operate across different countries and continents, performance management strategies cannot be one dimensional. HR managers need systems that can be applied to a range of cultural values. This important and timely text offers a truly global perspective on performance management practices. Split into two parts, it illustrates the key themes of rater motivation, rater-ratee relationships and merit pay, and outlines a model for a global appraisal process. This model is then screened through a range of countries, including Germany, Japan, USA, Turkey, China, India and Mexico. Using case studies and discussion questions, and written by local experts, this text outlines the tools needed to understand and 'measure' performance in a range of socio-economic and cultural contexts. It is essential reading for students and practitioners alike working in human resources, international business and international management.

Human Resource Management Robert N. Lussier 2017-11-30 Whether your students are HRM majors or general business majors, Human Resource Management: Functions, Applications, and Skill Development, Third Edition, will help them build the skills they need to recruit, select, train, and develop talent. Bestselling authors Robert N. Lussier and John R. Hendon explore the important strategic function HR plays in today□s organizations. A wide variety of applications, self-assessments, and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis and illustrate HRM in action. Watch this video on Culture Shock for a preview. Learn more. Interactive eBook Includes access to SAGE Premium Video, multimedia tools, and much more! Save when you bundle the interactive eBook with the new edition. Order using bundle ISBN: 978-1-5443-2106-6. Learn more. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

Human Resource Management in China Fang Lee Cooke 2013-07-03 The approach to managing human resources has changed significantly in China over the last twenty-five years as its transformation from a state planned economy to a market-oriented economy continues. By adopting a broad notion of HRM, while remaining sympathetic to the strong emphasis on relationship management in the Chinese culture, Fang Lee Cooke builds on the foundations of traditional Chinese HRM practice and brings it right up to date, including analysis of currently under-explored issues such as diversity management, talent management, new pay schemes, and performance management. Including extensive first hand empirical data and pedagogical features such as vignettes, case studies, and further reading lists. This book will be of great use on upper level undergraduate, post graduate and MBA courses covering international/Chinese management and HRM as well as appealing to practitioners, students and scholars of Chinese Business, Asian Business and Human Resource Management.

International Human Resource Management Mustafa Ozbilgin 2020-07-17 International Human Resource Management is a core text for undergraduate, specialist Master's and MBA students taking a module in international or comparative human resource management. It provides and introduction to both the theory and practice of managing HR in an international context. It discusses the development of mainstream HRM and analyses the significance of the

international contexts, processes and issues pertaining to the effective employment of people in different geographical locations. The book is underpinned by a clear analytical framework of key aspects of international HRM and contains some contributed chapters from experts in the field.

HR Angelo S. DeNisi 2018

Human Resource Management and the Implementation of Change Paritosh Mishra 2021-10-14 With the increased pace of global, economical and technological development, change has become an inevitable feature of any organisation to survive in the competitive market. If it is a planned change process, the HR practitioner can use any of the existing general models or theories of change and use suggestive interventions to increase effectiveness and capability to change itself. When the magnitude of change is unpredictable or the degree of the organisational process or systems is unorganised, the existing models or practice of planned change is still in the formative stage, and there is room for continuous refinement and improvement. This book will bridge this gap in the current organisational development and change literature by benefiting the HR practitioner with six real case studies. The cases bring out the interventions adopted, key activities associated with the successful implementation of interventions and the critical role played by HR in achieving organisational effectiveness. This book captures the transformational journey of a diverse set of companies and weaves various dimensions into a common coherent framework for the field of HRM in Change Management. The case studies illustrate six powerful organisational experiences, listing the major activities contributing to effective change management from motivating change, vision, support from key stakeholders, transition management to organisational and HR commitment for implementation. By demonstrating the role of HR as a 'change agent,' this volume will be valuable to researchers, academics, managers and students in the fields of human resource management and change management.

HR Governance Boris Kaehler 2018-07-04 Human resource (HR) governance is a relatively new construct that has recently begun attracting more and more attention in both research and practice. As a part of corporate governance, it represents the internal and external normative framework of human resource management and its supervision in organizations. This book theoretically integrates HR governance with the related domains of corporate governance, general management, HR management, and leadership. By doing so, it provides scholars and practitioners in the field with a precisely delineated system of theoretical concepts for their work and helps to translate these concepts into concrete research questions and practical guidelines. By interpreting the new ISO 30408 norm on human governance and taking into account recent developments, the book helps to comply with and anticipate current and future HR regulations.

Human Resources for the Non-HR Manager Carol T. Kulik 2004-06-30 Human Resources for the Non-HR Manager appeals to anyone interested in management issues. The book explains why human resource issues are increasing the responsibilities of front-line managers rather than the HR department. Chapters present the basics of HR including the fundamentals of hiring, performance appraisal, reward systems, and disciplinary systems, so that any manager--regardless of his or her background or functional area--can approach these parts of the job with confidence. The book also covers the latest developments in equal opportunity law and describes the manager's responsibilities in controlling sexual harassment and managing diverse employees, including older workers and employees with disabilities. Each chapter's material is firmly grounded in the current HR academic literature, but the book's friendly, conversational tone conveys basic principles of good practice without technical jargon. Designed to make the material more accessible and personally relevant, the book includes the following special features: *Manager's Checkpoints--a series of questions that help the reader apply the material to his or her own organizational context; *Boxes that describe real-life examples of how companies respond to HR challenges; *For Further Reading--references to articles published in outlets that bridge the academic-practitioner divide; *Manager's Knots--presented in a question-and-answer format, these describe typical managerial problems, take the reader into some of the gray, ambiguous areas of HR, and suggest ways to apply the chapter material to real-life managerial dilemmas.

Human Resource Development Jon M. Werner 2011-10-01 This comprehensive text covers the entire field of human resource development, from orientation and skills training, to career and organizational development. It shows how concepts and theory have been put into practice in a variety of organizations. This sixth edition of HUMAN RESOURCE DEVELOPMENT reflects the current state of the field, blending real-world practices and up-to-date research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Introduction to Industrial/organizational Psychology Ronald E. Riggio 2003 For courses in Industrial/Organizational Psychology and Psychology of Work Behavior.This inviting, comprehensive, student-oriented introduction to industrial/organizational psychology emphasizes the connections between theory and practice across the full spectrum of personnel issues, worker issues, work group and organizational issues, and work environment issues. Its focus on career information, employee-centered issues, and cutting-edge research ensures that students get and stay motivated--right from the beginning.

Applications in Human Resource Management Nkomo 2004-01

Human Resource Management Angelo S. DeNisi 2005 Offers undergraduate students a practical introduction to the function and responsibilities of human resource management within any company - from staffing the organization, enhancing motivatin and employee performance, to overseeing compensation and benefits.

International Human Resource Management Anne-Wil Harzing 2014-11-25 "I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from reading this volume." Neal M. Ashkanasy, Professor of Management, The University of Queensland Anne-Wil Harzing and Ashly Pinnington's bestselling textbook has guided thousands of students through their International Human Resource Management studies. The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating journey through the core curriculum, contemporary debates and emerging issues in IHRM. New for the fourth edition: Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity, Corporate Social Responsibility and Sustainability and Cross-Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links, SAGE journal articles and more.

e-Learning and the Science of Instruction Ruth C. Clark 2016-02-19 The essential e-learning design manual, updated with the latest research, design principles, and examples e-Learning and the Science of Instruction is the ultimate handbook for evidence-based e-learning design. Since the first edition of this book, e-learning has grown to account for at least 40% of all training delivery media. However, digital courses often fail to reach their potential for learning effectiveness and efficiency. This guide provides research-based guidelines on how best to present content with text, graphics, and audio as well as the conditions under which those guidelines are most effective. This updated fourth edition describes the guidelines, psychology, and applications for ways to improve learning through personalization techniques, coherence, animations, and a new chapter on evidence-based game design. The chapter on the Cognitive Theory of Multimedia Learning introduces three forms of cognitive load which are revisited throughout each chapter as the psychological basis for chapter principles. A new chapter on engagement in learning lays the groundwork for in-depth reviews of how to leverage worked examples, practice, online collaboration, and learner control to optimize learning. The updated instructor's materials include a syllabus, assignments, storyboard projects, and test items that you can adapt to your own course schedule and students. Co-authored by the most productive instructional research scientist in the world, Dr. Richard E. Mayer, this book distills copious e-learning research into a practical manual for improving learning through optimal design and delivery. Get up to date on the latest e-learning research Adopt best practices for communicating information effectively Use evidence-based techniques to engage your learners Replace popular instructional ideas, such as learning styles with evidence-based guidelines Apply evidence-based design techniques to optimize learning games e-Learning continues to grow as an alternative or adjunct to the classroom, and correspondingly, has become a focus among researchers in learning-related fields. New findings from research laboratories can inform the design and development of e-learning. However, much of this research published in technical journals is inaccessible to those who actually design e-learning material. By collecting the latest evidence into a single volume and translating the theoretical into the practical, e-Learning and the Science of Instruction has become an essential resource for consumers and designers of multimedia learning.

HR Angelo DeNisi 2017-05-24 4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Work in the 21st Century Frank J. Landy 2019-02

HR Angelo DeNisi 2017-05-24 4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Oxford Handbook of Human Resource Management Peter Boxall 2008-06-05 HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.

HR (Book Only) ANGELO. GRIFFIN DENISI (RICKY.) 2019-01-29 Learn human resource management your way with DeNisi/Griffin's HR, 5E from 4LTR Press. This inviting, easy-reference book guides you through mastering human resource management concepts and skills. Visually engaging, brief chapters offer numerous learning features and helpful study tools like Chapter Review Cards that consolidate review material into a ready-made study tool. You choose the format that best suits your learning preferences. HR, 5E is perfect if you prefer to use the printed book as your primary learning tool and reference resource for refining your human resource management skills.

HR Angelo S. DeNisi 2011-01-01 Discover today's vibrant, exciting world of human resources as it comes alive within the distinctive, magazine-style pages of DeNisi/Griffin's HR. Created by input from today's learners and refined through a careful review process with nearly 100 students and teachers, this unique

book offers an captivating, streamlined presentation ideal for the today's fast paced lifestyles and diverse learning styles. HR addresses all of today's key human resource concepts within a riveting approach that builds upon timely research and recent events, such as the latest rise in unemployment and financial problems facing the U.S. and other countries. Memorable learning features, such as HR in the 21st Century boxes, highlight important challenges facing today's managers and employees, while Opening and Closing Cases explore HR principles at work within real companies and organizations. A full suite of online learning aids further ensures each reader has the tools at hand to master the human resource concepts most important for success. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Police Recruitment and Retention for the New Millennium Jeremy M. Wilson 2010 Many police departments report difficulties in creating a workforce that represents community demographics, is committed to providing its employees the opportunity for long-term police careers, and effectively implements community policing. This book summarizes lessons on recruiting and retaining effective workforces.

International Human Resource Management Peter Dowling 2013 Dowling et al is a rare instance of a textbook that has developed alongside the field - helping to shape what it is today - and remains the market leading IHRM textbook worldwide. The international author team have ensured this edition is even more international than its predecessors, whilst also remaining close to curriculum developments. New edition changes include a streamlined chapter structure and a new chapter on the cultural context of IHRM. The focus on expatriates has been balanced with a stronger global management emphasis throughout. The content also reflects the current economic climate, including greater coverage of turbulence for IHRM and issues of employee separation. There is also expanded coverage of business ethics, outsourcing, emerging markets and small medium enterprises. In addition the new edition includes a wealth of case study material and class discussion material. A fully tailored CourseMate and Instructora s website will also be available to adopters. MARKET: Dowling et al is a core textbook for "International HRM" modules (IHRM) as taught at intermediate and postgraduate levels on all HRM programmes and the majority of broad-based business programmes. It is also used on some "International Management" modules. This textbook is autopackaged with CourseMate. CourseMate brings course concepts to life with interactive learning, study, and exam preparation tools that support the printed textbook and the textbook-specific website. CourseMate includes an integrated eBook and interactive teaching and learning tools including quizzes, flashcards, videos, and more and an EngagementTracker, a first-of-its-kind tool that monitors student engagement in the course.

Human Resource Management David G. Collings 2018-08-30 Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. Human Resource Management: A Critical Approach opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field.

Sustainability and Human Resource Management Ina Ehnert 2013-07-03 The role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

Organizational Success Through Effective Human Resources Management Ronald R. Sims 2002 Current challenges, emerging issues, and HRM innovations that managers at all levels must understand and apply to help their organizations succeed in a rapidly changing work environment.

Multilevel Theory, Research, and Methods in Organizations Dave Klein 2000 This study on multilevel analysis cuts through the confusion surrounding the development and testing of multilevel theories. It illuminates processes and effects within organisations, synthesising and updating current theory.

Human Resource Management in South Africa P. A. Grobler 2005-11 Grobler and Wärnich's market-leading text has long been regarded as the most comprehensive and user-friendly book available for those studying Human Resource Management in South Africa. Written from a business management perspective, it not only addresses the traditional core Human Resource activities but also provides the reader with insight into future Human Resource

challenges.

Human Resource Management Gary Dessler 2000 Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

Human Resource Management Denisi 2004-03-01 The Second Edition of Human Resource Management offers undergraduate students a practical introduction to the function and responsibilities of human resource management within any company—from staffing the organization, enhancing motivation and employee performance, to overseeing compensation and benefits. The text has been designed primarily for business majors who will rely on HR during the course of their careers as general managers. DeNisi and Griffin focus on traditional topics, allowing students to clearly understand the impact of effective human resource management on companies and employees. To prepare students for contemporary HR challenges, the authors offer up-to-date coverage of several key topics. The text features a separate chapter on the organizational environment of HR activities (Chapter 2), the global environment of human resources (Chapter 4), the management of diversity (Chapter 16), and the new relationships between employees and organizations (Chapter 17). In addition, integrated discussions of diversity, globalism, ethics, technology, and other timely issues appear throughout the text. Planning and job analysis are now introduced earlier (Chapter 2) to establish a stronger strategic framework for discussing HR in subsequent chapters. Finally, the text now covers both job analysis and job enrichment in Chapter 5 to provide a unified look at how jobs can be studied and changed. New! Point/Counterpoint boxes, now in every chapter, focus on areas of controversy within human resource management and encourage students to interpret each position or argument. New! Two lists, Key Points for Future HR Managers and Key Points for Future General Managers, appear at the end of every chapter to draw a clear connection between chapter topics and two separate career paths. New! A new addition to the text, Chapter 8, Rightsizing, covers issues dealing with employment-at-will, discipline and termination, layoffs, and employee retention strategies. Human Resources Legal Briefs sections call attention to important legal issues that are either the focus of significant public interest or likely to dominate HR practice in the future. Similarly, Human Resources Tech Talk inserts look at how different innovations have affected HR practices. Other inserts include Human Resources Around the Globe and Human Resources in the Twenty-First Century. Chapter-opening cases focus on a recent event, issue, or trend that illustrates key concepts. A more detailed case appears at the end of the chapter with questions to promote class discussion. Chapter Summary and Review & Discussion questions help students review, test, and apply what they have learned. In addition, Ethical Dilemmas in Human Resource Management scenarios ask students to discuss how most managers would respond in a given situation. Building Human Resource Management Skills exercises require students to apply the information from the chapter to a specific problem. In the Human Resource Internet Exercise, students research specific companies on the Web to examine how organizations actually approach different issues covered in the chapter. Supplements: Human Resource Management Instructors\' Web Site Human Resource Management Students\' Web Site HM ClassPrep with HM Testing 6.0 Video Transparencies

An Exploration of The Best Practices And Challenges of HR Practitioners in the HRIS Implementation of Two Selected Organizations In The Philippines Yasmeen Muyano 2019-07-23 Bachelor Thesis from the year 2019 in the subject Business economics - Personnel and Organisation, grade: 1.00, University of Santo Tomas (Faculty of Arts and Letters), course: Legal Management, language: English, abstract: This study explored the challenges and benefits of an HRIS software when used in the general aspects of the Human Resources Department of two organizations. Human Resource Management has been a big factor in the determination of the course of companies in the Philippines. It involves the employment of the right people to do the right job to properly initiate the start of the success of an organization, following through to the maintenance of the status of employees as well as the continuous surveillance of their work. As time goes by, the work of the Human Resource Department grows more complex and is continuously gaining tremendous workload. Thus, the difficulty of maintaining an organized load of work in the HR Department and the complication of finishing their work arises. The basic concept of this study is for the other companies to develop the perspective that the implementation of such system would fully help them in the complex work of the HR Department. To achieve this objective, data was taken from employees of the two organizations of different fields if the Automation of the Human Resource System of their company helped them in their heavy workload. The study explored, compared, and evaluated the experiences of employees from two companies in the implementation of HRIS using qualitative approach, comparative research design, and in-depth interviewing method.

Tourism, Culture and Heritage in a Smart Economy Vicky Katsoni 2017-02-21 This book explores the ways in which information and communication technologies (ICTs) offer a powerful tool for the development of smart tourism. Numerous examples are presented from across the entire spectrum of cultural and heritage

tourism, including art, innovations in museum interpretation and collections management, cross-cultural visions, gastronomy, film tourism, dark tourism, sports tourism, and wine tourism. Emphasis is placed on the importance of the smart destinations concept and a knowledge economy driven by innovation, creativity, and entrepreneurship. New modes of tourism management are described, and tourism products, services, and strategies for the stimulation of economic innovation and promotion of knowledge transfer are outlined. The potential of diverse emerging ICTs in this context is clearly explained, covering location-based services, internet of things, smart cities, mobile services, gamification, digital collections and the virtual visitor, social media, social networking, and augmented reality. The book is edited in collaboration with the International Association of Cultural and Digital Tourism (IACuDiT) and includes the proceedings of the Third International Conference on Cultural and Digital Tourism.

Employment Relations Amie Shaw 2018-01-01 Overview This is the second edition of the well-regarded local text, Employment Relations. This new edition takes an even more practical approach to a complex area, considering both the industrial regulation and human resources dimensions of the employment relationship. As well as providing a comprehensive guide to employment relations in Australia, the text also offers a selective international comparative view on the management of the employment relationship. The text explains and emphasises the real-world connections between the important theories of industrial relations and human resources, which are key components of the employment relations discipline. The overarching aim is for students to gain a deeper understanding of the 'World of Work', through the discipline of Employment Relations.

Management Ricky W. Griffin 2016-01-14 MANAGEMENT, 12E, takes a functional, skills-based approach to the process of management with a focus on active planning, leading, organizing and controlling. Griffin carefully examines today's emerging management topics, including the impact of technology, importance of a green business environment, ethical challenges, and the need to adapt in changing times. This edition builds on proven success to help strengthen your management skills with a balance of classic theory and contemporary practice. Numerous new and popular cases and learning features highlight the challenges facing today's managers. Hundreds of well-researched contemporary examples, from Starbucks to The Hunger Games to professional baseball, vividly demonstrate the importance of strong management to any type of organization. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

HR3 Angelo DeNisi 2015-01-13 4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Knowledge-Based Software Engineering Alla Kravets 2014-08-26 This book constitutes the refereed proceedings of the 11th Joint Conference on Knowledge-Based Software-Engineering, JCKBSE 2014, held in Volgograd, Russia, in September 2014. The 59 full and 3 short papers presented were carefully reviewed and selected from 197 submissions. The papers are organized in topical sections on methodology and tools for knowledge discovery and data mining; methods and tools for software engineering education; knowledge technologies for semantic web and ontology engineering; knowledge-based methods and tools for testing, verification and validation, maintenance and evolution; natural language processing, image analysis and recognition; knowledge-based methods and applications in information security, robotics and navigation; decision support methods for software engineering; architecture of knowledge-based systems, including intelligent agents and softbots; automating software design and synthesis; knowledge management for business processes, workflows and enterprise modeling; knowledge-based methods and applications in bioscience, medicine and justice; knowledge-based requirements engineering, domain analysis and modeling; intelligent user interfaces and human-machine interaction; lean software engineering; program understanding, programming knowledge, modeling programs and programmers.