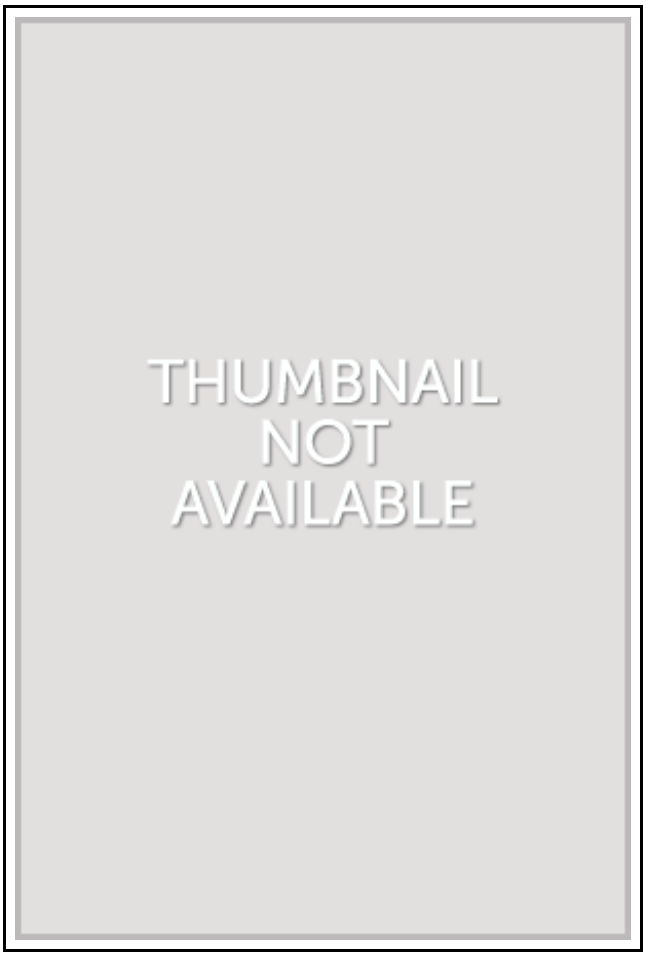
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Createspace, United States, 2015. Paperback. Book Condition: New. 279 x 216 mm. Language: English . Brand New Book ***** Print on Demand *****.This book has been designed as a resource for instructors, trainers, learners, supervisors and managers. It may accompany traditional Human Resource Management (HRM) textbooks to provide hands on tools to support learning experiences. The ultimate aim is to stimulate learners creativity to design original HR sample materials. The designs may facilitate implementation of high quality HRM practices that support business success. Each chapter begins with two brief discussions. One introduces the HR topic with cause and effect relationships and the second differentiates high quality versus low quality HR practices on the HR topic. All chapters contain sample materials related to one or a few specific HR practices to demonstrate how a small part of HR functions in a firm. Seven of eleven chapters have cases to consider HR issues in organizations. Chapters also include activities such as problems to solve and HR designs to create for higher quality HRM practices. The first five chapters present broad topics in HRM: the field of HRM, HRM strategy, legal issues in HRM, organizing work and employee turnover. For example, Chapter 4 on Organizing the Work suggests numerous HR practices to improve how work is arranged to motivate individuals and groups. Chapters six through eleven present core HR topics including recruiting job applicants, hiring job candidates, training employees, conducting employee appraisals, designing employee compensation and incentive plans. For example, Chapter 6 considers the process to recruit job applicants. Learners are given guidance on information necessary to create a high quality job ad. They are asked to prepare a job ad for a specific job title. A second sub-topic is on sources of job candidates: specific outlets such as university career centers, print...

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