

Managing Human Resources in South African Schools

*Edited by
Jacky Lumby, David Middlewood and Eleanor Kaabwe*



Commonwealth Secretariat

Managing Human Resources In South Africa Managing Schools In South Africa Series

Bruce E. Kaufman



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Managing Human Resources in South African Schools Jacky Lumby, David Middlewood, Eleanor Stella M. Kaabwe, 2003 Comprises a collection of papers which provides guidelines for professional development and competence in managing teachers and other staff effectively

Managing the Curriculum in South African Schools Marianne Coleman, M. Graham-Jolly, David Middlewood, 2003 The introduction of Curriculum 2005 and Outcomes Based Education mark both a sea change in the way in which education is offered in schools and a challenge to all involved This book considers the main issues in curriculum management as education switches to a more devolved framework

Leadership and Strategic Management in South African Schools Marianne Coleman, Tony Bush, 2003 Focusing on leadership and strategic management this volume offers insights into effective strategic management as a contribution towards educational transformation in South Africa and guidelines on important aspects of good school management

Managing Finance and External Relations in South African Schools Lesley Anderson, Jacky Lumby, 2005 Aims to consider the concepts and principles of the important areas of educational leadership signalled by Nelson Mandela This text uses South African case examples and activities to encourage reflection and personal development It is intended for those who lead and manage in schools or support them in a professional role

Global Diffusion of Human Resource Practices John J. Lawler, Gregory S. Hundley, 2008-06-30 The competitive forces generated by globalization act to promote the cross national diffusion of human resource management best practices This book contains papers from authors in Europe Asia Africa and US who explore diffusion in a variety of national contexts

The Routledge Companion to Strategic Human Resource Management John Storey, Patrick M. Wright, David Ulrich, 2009 Combining up to date research innovative content and practical perspectives this book is the benchmark by which all other strategic HRM reference works should be measured Leading figures from around the globe survey the current state of the discipline while also introducing and exploring new cutting edge themes in order to offer a comprehensive and authoritative overview of the field Section introductions and integrative critiques pull together the separate themes to provide cross comparisons between chapters to create a cohesive and well structured volume Unlike other texts in this area The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business writers in areas adjacent to human resource management including strategy innovation and organizational learning These add fresh and challenging insights into HRM themes from key mainstream business and management thinking The field of strategic HRM is thus enriched and extended by this volume Focusing on the interplay between theory and practice this book is an essential resource for researchers and students studying human resource management and strategy

Organisational Behaviour Stephen P. Robbins, 2009 This book is the first Southern African edition of Stephen P Robbins s *Organizational Behaviour* the best selling organisational behaviour textbook worldwide

Managing Human Resource And Industrial Relations Tapomoy Deb, 2009 *HR*

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South African Human Resource Management Ben Swanepoel,2003 South African Human Resource Management focuses on the knowledge and skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective

Research Handbook on New Frontiers of Equality and Diversity at Work Klarsfeld, Alain,Knappert, Lena,Kornau, Angela,Ng, Eddy S.,Ngunijiri, Faith W.,2022-01-18 Spanning five continents this cutting edge book provides a thorough international overview of equality diversity and inclusion at work Analysing the demographics of the workplace and the economic outcomes achieved by different segments of the population it offers readers a better understanding of diverse work environments and how they are influenced by legislation and populations

Handbook of Human Resource Management in Emerging Markets Frank Horwitz,Pawan Budhwar,2015-02-27 The economic growth of emerging markets has been unparalleled in recent history accounting for 50 per cent of global economic output Despite this reality this much needed Handbook is the first contemporary book on human resource management HRM res

Muslim Minorities, Workplace Diversity and Reflexive HRM Jasmin Mahadevan,Claude-Hélène Mayer,2017-04-07 Workplace diversity has become increasingly relevant to academics and practitioners alike Often this issue is tackled merely from a business oriented managerial point of view Yet such a single level perspective fails to acknowledge both the macro societal context wherein companies and organizations act and the micro individual dynamics by which individuals construct and affirm their identities in relation to others Muslim minorities are part of current workplace diversity in many parts of the world This book focuses on Muslim identities and their interrelations with societal frameworks and organizational strategy and practice Contributors from various disciplines and societal contexts ensure a multiplicity of perspectives The authors shed light on this diversity and draw implications for human resource management HRM theory and practice Chapters uncover the wider discourses on Muslim minorities that impact organizational HRM The book explores how HRM academics and practitioners might become

aware of and counteract these discourses in order to achieve a truly inclusive HRM regarding Muslim minorities Throughout Muslim Minorities Workplace Diversity and Reflexive HRM readers are guided from large theoretical concepts to specific contexts whilst being encouraged to question their assumptions This book lays the foundations for managing Muslim employees beyond stereotypes enabling the reader to develop the reflexive mindset needed for truly inclusive HRM with regard to Muslim employees

The Oxford Handbook of Contextual Approaches to Human Resource Management

Dr. Emma Parry, Dr. Michael J. Morley, Dr. Chris Brewster, 2021-05-25 In recent years scholars and practitioners have increasingly recognized that human resource management HRM has paid insufficient attention to the impact of context While research has been devoted to examining the impact of national context on HRM systems this literature has been largely separate from that focused on other levels of context affecting organizational choices in HRM strategies such as the impact of the organizational environment industry sector occupation or workforce characteristics In addition research has tended to consider elements of context in isolation rather than considering its impact at different levels The goal of The Oxford Handbook of Contextual Approaches to Human Resource Management is to provide a more holistic approach to developing a contextual understanding of HRM This Handbook offers a comprehensive understanding of the influence of contextual characteristics on the design and implementation of HRM systems Rather than focusing on a single level or approach to examining context the Handbook provides both conceptual and empirical analyses of different elements of context using a range of different lenses and measures In order to explore the influence of contextual factors at multiple levels the volume assembles a range of detailed accounts of how context affects the design implementation and impact of HRM activities

Managing Human Resources Ingrid L. Potgieter, Nadia Ferreira, 2022-09-01 This book volume crafts an exciting original account on the changes and requirements on managing human resources within the context of the new normal Chapters in this book report on current research on the key constructs and processes underlying the management of human resources both on an organisational strategic level as well as an individual employee level Chapters compare current research trends in terms of future potential directions for the management of human resources within the context of the new normal The book also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various classical current and potential emerging issues for research and practice in the smart digital technological world of work for human resource management This volume approaches the concept of managing human resources with the new normal working context from a number of different angles The authors have categorized them as conceptualizing human resource management in the context of the new normal Part I the critical issues in understanding the dynamics of strategic human resources management Part II critical issues in understanding the impact of the new normal on the psychology of employees Part III and the impact of the new normal on individuals with special needs Part IV The book ends in Part V of the volume with an integrated reflection and conclusion on emerging issues for research and practice The

primary audience for this book volume is advanced undergraduate and postgraduate students in human resource management as well as scholars in both academic and new normal working contexts Human resource management practitioners will also have an interest in this book volume *Leading and Managing People in Education* Tony Bush, David Middlewood, 2005-03-23 The authors cover the overall approach to leading and managing staff in educational organizations including common topics which are essential to those who lead and manage at all levels in the organization **South African Human Resource Management for the Public Sector** Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Management Studies in South Africa Shaun Ruggunan, R. Sooryamoorthy, 2018-09-20 This book examines the trajectory of management studies in South Africa during the apartheid and post apartheid periods The unique political journey of South Africa provides a distinctive context in which to explore the progression of management studies within a developing state The authors consider how Apartheid has configured the discipline of management studies to reflect certain racial institutional and gendered trends and analyse the extent to which these trends have adapted or changed in post Apartheid times Appealing to management scholars and professionals this book provides implications for policy and practice within the South African higher education sector and presents avenues for future research **The Development of Human Resource Management Across Nations** Bruce E. Kaufman, 2014-07-31 This is an excellent book Bruce Kaufman in his ever thoughtful way has not just analyzed the history of the development of HRM but assembled 17 chapters in which world class local experts report on that history in their own country The book is full [The Handbook of Human Resource Management Education](#) Vida Gulbinas Scarpello, 2008 HRM educators and professionals graduate students business executives and anyone interested in effective and efficient management of human resources or in advancing the HRM field will find the Handbook of Human Resource Management Education an invaluable reference tool BOOK JACKET

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