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Managing People At Work Readings In Personnel

Susan Cartwrigh



Managing People At Work Readings In Personnel:

Managing People at Work Dale S. Beach, 1980 Abstract A book of readings is designed for the manager trying to keep abreast of significant developments in his field or for use as a supplementary graduate or undergraduate text in personnel management or industrial relations Forty four articles are included 18 are from the previous edition and 26 address new developments in human resource management such as human resource planning women and handicapped employees career development management development merging personnel and organizational functions application of behavioral theories quality of working life privacy merit pay systems and labor management practices Readings are grouped into 10 major sections Each section provides a brief overview of the subject area discusses the nature of the articles and provides questions for discussion Articles included represent a diversity of viewpoints summarizing recent research studies and emphasizing philosophical ethical and value issues kbc *Managing People at Work* Dale S. Beach, 1975 *Personnel Management Function* United States. Office of Personnel Management, 1981 *Personnel Literature* United States. Office of Personnel Management. Library, 1984 Staff Management in Library and Information Work Peter Jordan, Caroline Lloyd, 2017-07-05 This standard text has been fully revised and updated for its fourth edition to reflect continuing technological changes as well as issues such as social inclusion lifelong learning and European employment legislation Chapter 1 on the working environment has been completely rewritten The present environment brings problems of staff motivation de professionalization and the loss of control Chapter 2 reminds readers of basic motivation theories now presented in a more logical sequence and how to deal with such problems Chapter 3 on workforce planning has been retitled Human Resource Planning and revised to take into account the modes of staffing appropriate for today s turbulent environment Effective human resource planning requires excellent selection and recruitment procedures best practice and developments in this area are explored in Chapters 4 Job Descriptions and Person Specifications and 5 Recruitment and Selection of Staff In Chapter 6 on staff appraisal more attention has been given to multi rating approaches such as 360 whereby different aspects of work can be assessed by different groups of people and to appraisal of junior by senior staff The last decade has seen increased emphasis on training and development to deliver high quality services in a climate of constant change Chapter 7 has therefore been reordered and expanded in order to reflect new approaches and changes in this area In Chapter 8 Staff Supervision and Interpersonal Skills recent emphasis on leadership and counselling skills are reflected as is the growing need to do more with less through enhanced time management and stress management techniques With this new edition this core guide brings professionals involved in managing library and information staff up to date with how to cope with the most pressing problems and challenges in today s fast changing environment **Personnel Management Function** United States Civil Service Commission. Library, 1976 **Managing People at Work. Readings in Personnel [Edited By] Dale S. Beach** Dale Stuart BEACH, 1971 **The Personnel Management Function** United States. Office of Personnel

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The Practice of Management ,1980 **Personnel Bibliography Series** United States Civil Service Commission.
 Library,1960 **Labor Literature** United States. Department of Labor. Library,1981 Labor Literature ,1981
Monthly Labor Review ,1971 Publishes in depth articles on labor subjects current labor statistics information about
 current labor contracts and book reviews Personnel Management and Industrial Relations in Banking Industry: A Study
 of State Bank of Hyderabad B Prabhakar Rao,1993 *Personnel* Dale S. Beach,1980 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
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