

Personnel Management



Personnel The Management Of People At Work

Dale S. Beach



Personnel The Management Of People At Work:

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 incentives health safety and benefits and personnel and industrial relations as a career Case studies are included for most of the topics covered wz **Personnel** Dale S.

Beach,1985 **Personnel: the Management of People at Work** Dale S. Beach,1970 Management development guide on problems of personnel management with particular reference to the efficiency thereof in the UK covers theoretical aspects of business organization job descriptions functions of the personnel manager staff regulations collective bargaining labour relations aptitude testing and interviewing work motivation promotion layoff intergroup relations supervisory and leadership training wages social security etc **Personnel** Dale S. Beach,1985-01 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 **Managing People at Work** Dale S. Beach,1975

Personnel Dale S. Beach,1980 Personnel Dale Stuart Beach,1967 **Drucker Management** Peter, *NEP Fundamentals Of Human Resource Management [B. Com. Ist Sem (Group-C (Minor))]* Dr. F. C. Sharma,2023-10-29 1 Introduction to Human Resource Management 2 Human Resource Policies Procedure 3 Human Resource Planning 4 Job Analysis Description and Specification 5 Recruitment 6 Selection 7 Placement and Placement Introduction 8 Job Changes Transfers and Promotions 9 Training 10 Executive Development Programme 11 Performance Appraisal 12 Job Evaluation 13 Remuneration *Instructors Manuel for Personnel* Dale S. Beach,1965 **Human Resource Management in the Hospitality Industry** Michael John Boella,2000 Endorsed by the Hotel and Catering International Management Association HCIMA Contains detailed information of new human resources initiatives such as the IIP scheme and the British Hospitality Association s Excellence Through People Scheme Ideal reading for students time managers and personnel managers throughout the industry with effective coverage of recruitment staff selection job descriptions training and remuneration

Human Resource Management For B.Com. Sem.-6 (According to NEP-2020) Shri R.C.Agarwal,Shri Suresh Fauzdar,2024-06-28 Table of Contents 1 Human Resource Management Meaning Concept and Functions 2 Development of Human Resource Management 3 Human Resource Manager Functions Role Duties and Challenges 4 Human Resource

Management Workforce Diversity Empowerment VRS Work Life Balance and Downsizing 5 Recruitment 6 Selection and Placement 7 Training and Development 8 Employee Compensation 9 Labour Welfare 10 Job Evaluation 11 Performance Appraisal 12 Job Enlargement and Job Enrichment 13 Worker s Participation In Management and Quality of Work Life 14 Social Security 15 Employee Benefits and Services 16 Wage and Salary Administration and Wages Policy 17 System of Wage Payments and Incentives With Profit Sharing and Co Partnership 18 Grievance 19 Discipline 20 Collective Bargaining More Information The authors of this book are Shri R C Agarwal and Shri Suresh Fauzdar Shri R C Agarwal is Ex principal and Head in PG Commerce Department of Shree Jain P G College Bikaner

HUMAN RESOURCE MANAGEMENT

SAMANTA, SASMITA RANI,MAHAJAN, J.P.,2022-03-24 This text provides a comprehensive and refreshing insight into the application of human resource knowledge at the workplace to maximise operational efficiency and secure competitive advantage in the midst of ever evolving environment While the book is careful in providing a contemporary view of the constantly changing field of HRM it nonetheless gives the readers a firm grip over its fundamentals which can be applied to handle real time situations Apart from its practical usefulness to HR scholars and practitioners the book intends to go a long way in meeting the knowledge and examination needs of students pursuing a career in HR courses at BBA MBA level KEY FEATURES Coverage The book provides exhaustive coverage of topics to understand intricacies and complexities of human resource management from its original functional role as a key instrument in search of human resources for the firm to being a strategic component of a firm s competitiveness growth and development A special treatment is given to application of Technology to manage HR issues and the unfolding of HR scenario in the Post Covid era Learning Objectives Each chapter opens with the synoptic view of its coverage through learning objectives providing a preview of what students will learn by reading and studying the chapter Study Aids Each chapter makes a careful but productive use of a variety of study aids such as flow charts tables exhibits figures and boxes Review Questions Each chapter lists review questions to develop understanding of concepts covered in the chapter Case Studies Each chapter concludes with substantial case studies enabling students to acquire greater conceptual clarity and sharpen their diagnostic skills of HR problem solving TARGET

AUDIENCE BBA B Com MBA PGDM M Com **Human Resource Management** R. C. Sharma,Nipun Sharma,2024-09-30

This textbook introduces readers to an array of concepts and current practices of human resource management HRM It provides an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges

related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance **Human Resource Management by Dr. F. C. Sharma** Dr. F. C. Sharma,2020-08-26

CONTENT

1 Introduction to Human Resource Management 2 Human Resource Policies Procedure and Programmes 3 Challenges of HRM Work Force Diversity Empowerment Down Sizing VRS and HR Information System 4 Human Resource Planning 5 Job Analysis Description and Specification 6 Recruitment 7 Selection Test and Interview 8 Placement Introduction and Right Sizing 9 Employee Training 10 Management Executive Development 11 Career Planning and Development 12 Performance Appraisal 13 Job Changes Transfers Promotions and Separations 14 Employee Compensation 15 Job Evaluation 16 Employee Health and Safety 17 Employee Welfare 18 Grievance Handling and Redress Industrial Disputes

SYLLABUS

Unit I Human Resource Management Concept and Functions Role Status and Competencies of HR Manager HR Policies Evolution of HRM Emerging Challenges of Human Resource Management Work Force Diversity Empowerment Downsizing VRS HR Information System Unit II Acquisition of HR Human Resource Planning Quantitative and Qualitative Dimensions Job Analysis Job Description and Job Specification Recruitment Concept and Sources Selection Concept and Process Test and Interview Placement Induction Unit III Training and Development Concept and Importance Identifying Training and Development Needs Designing Training Programme Role Specific and Competency Management Development Career Development Unit IV Performance Appraisal Nature and Objectives Modern Techniques of Performance Appraisal Potential Appraisal and Employee Counselling Job Changes Transfers and Promotions Compensation Concept and Policies Job Evaluation Methods of Wage Payment and Incentive Plans Fringe Benefits Performance Linked Compensation Unit V Maintenance Employee Health and Safety Employee Welfare Social Security Employer Employee Relations an Overview Grievance Handling and Redressal Industrial Disputes Causes and Settlement machinery *Human Resource Management with Case studies* Poonam Bhasin Sahnan,2025-02-24

Human Resource Management with Case Studies by Poonam Bhasin Sahnan is a comprehensive guide that blends theoretical HR concepts with real world applications Designed for students professionals and educators this book provides in depth insights into modern HR practices workforce management and organizational strategies With a strong emphasis on case studies the book offers practical examples that help readers understand HR policies leadership dynamics employee engagement and performance management in various industries Authored by an accomplished educator and corporate trainer this resource is ideal for those looking to enhance their HR expertise and decision making skills in today s evolving business environment A must read for HR professionals business leaders and aspiring managers Journal of the Institute of Personnel Management ,1926 **Human Resource Management, 2e** Khanka S.S., The second edition continues to familiarize the students with the basic principles and techniques of human resource management

Comprehensively this textbook highlights the importance of effective management of human resources which results not only in organisational effectiveness but also sustainable competitive advantage With the coverage of contemporary topics such as HR Scorecard Gen Y Employees and Work life Balance it keeps the students abreast with the current human resource practices of the real world This textbook caters to the requirements of management students and is also a useful resource for HR professionals Human Resource Management In Public Service Santrupt Misra,1992

Personnel The Management Of People At Work Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become more apparent than ever. Its ability to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Personnel The Management Of People At Work**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound affect our existence. Throughout this critique, we shall delve to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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