

how those plans should be developed. Strategic planning is necessary to tie company objectives with HRM objectives, but it is also important to have a “people plan” and address the ever-changing work environment.

- In Chapter 3 “Diversity and Multiculturalism”, we discuss the diversity aspect of business and why multiculturalism is so important to ensuring a healthy organization.

- In Chapter 4 “Recruitment”, recruitment, the process for getting the most qualified individuals with diverse backgrounds, is the focus. We discuss some of the important laws to consider when hiring people and methods to recruit highly qualified individuals.

- In Chapter 5 “Selection”, we talk about the selection process. Once you have recruited people, you must organize the process that selects the best candidate. This can include interviewing, employment tests, and selecting the criteria by which candidate performance will be measured.

- In Chapter 6 “Compensation and Benefits”, we discuss how you compensate individuals through pay, benefits, vacation time, and other incentives.

- Chapter 7 “Retention and Motivation” discusses the talent management approach—that is, how you can retain the best employees through retention strategies and motivation techniques.

- The training and development aspect of HRM is likely one of the most important aspects of HRM. After you have gone through the time and effort to recruit,

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