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A CRITICAL TEXT

Second edition

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Pawan S. Budhwar, Yaw A. Debrah



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Globalizing Human Resource Management Paul Sparrow, Chris Brewster, Hilary Harris, 2004-07-31 Establishing the agenda for global HR this book looks through the eyes of HR professionals themselves It gives a broad coherent overview of the field of IHRM and a detailed practical analysis of what is needed to be successful in this crucial area of modern management A number of key questions are addressed Does IHRM drive the business agenda more than domestic HRM What is the impact of IHRM on organizational effectiveness What are the keys to success in IHRM Drawing upon current research conducted as part of the Chartered Institute of Personnel and Development's Globalization Research Project the text includes data from surveys of HR professionals and company practice as well as longitudinal case studies **Handbook of Research**

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[Human Resource Management in the Hospitality Industry](#) Michael J. Boella, Steven Goss-Turner, 2013-03-05 Now in its ninth edition, *Human Resource Management in the Hospitality Industry: A Guide to Best Practice* is fully updated with new legal information, data, statistics and examples. Taking a process approach, it provides the reader with an essential understanding of the purpose, policies and processes concerned with managing an enterprise's workforce within the current business and social environment. Since the eighth edition of this book, there have been many important developments in this field and this ninth edition has been completely revised and updated in the following ways: Extensively updated content to reflect recent issues and trends including labour markets and industry structure, impacts of IT and social media, growth of international multi-unit brands, role of employer branding, talent management, equal opportunities and managing diversity. All explored specifically within the Hospitality Industry. The text explores key issues and shows real-life applications of HRM in the Hospitality industry and is informed through the authors' research projects within Mitchell's, Butler's, plc, Pizza Express, Marriott Hotels and Caf Rouge. An extended case study drawing from the authors' experience working with Forte and Co. Centre hotels, Choice Hotels and Bass Price Waterhouse and Grant Thornton. Written in a user-friendly style and with strong support from the Institute of Hospitality, each chapter includes international examples, bulleted lists, guides to further reading and exercises to test knowledge.

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beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers Providing an introduction to the management of people in work organizations it seeks to outline the purpose and operation of HRM activities in the real world whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well being in the workplace but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists but an area of interest or concern for all organizational actors The new edition comes packed with features that encourage readers to engage and relate theory to practice including Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners HR in practice boxes illustrating how HRM theory works in real world practice Ethical insights presenting ethical considerations for budding practitioners Global insights highlighting practices around the world Research insights inviting students to explore further academic research Case Studies and Examples offering a more in depth look at HRM across a variety of organizations A free interactive eBook featuring author videos web links interactive multiple choice questions free SAGE journal articles extended case studies and other relevant links allowing access on the go and encouraging learning and retention whatever the reading or learning style Aimed at students across the academic spectrum whether studying on a specialist HRM or CIPD program of study a generalist business and management programme or studying HRM as part of a programme in an unrelated discipline such as engineering or humanities Interactivity only available through Vitalsource eBook included as part of paperback product ISBN 9781473954199 Access not guaranteed on second hand copies as access code may have previously been redeemed

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arrangements and dealing with the issues which arise in making that journey Armstrong and Brown hold great faith in strategic reward and present here their new realism philosophy and breadth of experience on the subject They examine the essence and context of strategic reward and the processes involved in developing and implementing strategies along with a clear overview of the opportunities and risks of pursuing a reward strategy demonstrating how critical it is to the dual agenda of successful organizational performance and the motivation and engagement of staff Strategic International Human Resource Management Stephen J. Perkins, Susan M. Shortland, 2006 Drawing on practical experiences from around the world this title shows companies how to design and implement a human resource strategy within the context of an overall business strategy for globalization **Human Resource Management in Developing Countries** Pawan S. Budhwar, Yaw A. Debrah, 2013-03-07 Focusing on HRM developments in thirteen developing countries across Asia Africa and the Middle East this book explores the contextual functions of HR in these countries In addition it analyzes the more general issues of HRM in cross national settings to give readers an understanding of HR that is both comparative and contextual Covering the policies and practices of China South Korea Taiwan India Nepal Pakistan Iran Saudi Arabia Algeria Nigeria Ghana Kenya and South Africa each chapter follows a framework that draws out all of the unique and diverse configurations of HRM This important text is an invaluable resource for all HRM practitioners students and scholars of HRM international HRM and international business

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