



Managing People On The Job

Rosemary Thomson, Andrew Thomson



Managing People On The Job:

Managing People at Work Dale S. Beach, 1975 *Managing People* Rosemary Thomson, Andrew Thomson, 2012-05-04

Managing People addresses the perspective of the individual manager whose role includes the management of people as well as issues concerning the organization as a whole. The theme of the book is about responding to organizational and environmental change and the people skills that will be required for this in the twenty first century. A system model of how the different parts of HR fit together is included with the acknowledgement that different contexts require different approaches and the role of the individual manager is considered within them. The stakeholder perspective is examined as it affects the management of people and links human resource management policy and practice to financial results. This new edition also reflects the modern move towards performance management as an organizational business strategy. The role of leadership at all levels of the organization is also emphasized. There is a new chapter on managing challenging situations such as the management of diversity, power, stress and conflict as well as the handling of grievances and discipline. Another new chapter pulls together the increasingly important aspects of the legal regulation of behaviour at work and stresses the move from collective relationships to individual rights in the workplace. This text is suitable for use on the Chartered Management Institute Diploma level modules on recruitment and selection, managing performance and developing teams and individuals. It is also to be used for NVQ courses in HRM at levels 4 and 5 and is valuable for HR Professionals and line managers.

Managing People at Work John Wallace Hunt, 1979 *Managing People in Organizations* Thomas Klikauer, 2018-10-06

This new and engaging core textbook offers a unique line manager perspective that presents students with HRM topics and issues that they will be confronted with once they enter the world of work in a managerial role. It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization. The author's deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies, topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice. This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts. It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees.

Managing People in Sport Organizations Alison Doherty, Peter McGraw, Tracy Taylor, 2009-11-04

Managing People in Sport Organizations provides a comprehensive overview of the theory and practice of managing people within a human resource management framework. It provides the reader with the skills to understand and work with people in sport organizations and given the significant changes in sport organizations over the past twenty years it addresses the issues of managing organizational complexity and

how human resources adds value Written by a team of expert authors it Provides a systematic approach to managing people based on well established conceptual frameworks supported by substantial empirical research Analysis and explains how to understand and work with people in organisationally complex situations Outlines how HR can support organisational strategy positively impact performance and deliver sustainable success Designs a strategic human resource management plan that is effective sustainable and able to adapt to changing conditions Covers the key research findings in the key area of HR in sport With each chapter including learning objectives key issues international cases studies and supported by online PowerPoint slides Managing People in Sport Organizations is the definitive text for this crucial area of sports management

Organizational Behavior: Understanding and Managing People Cybellium Ltd,2024-10-26 Designed for professionals students and enthusiasts alike our comprehensive books empower you to stay ahead in a rapidly evolving digital world Expert Insights Our books provide deep actionable insights that bridge the gap between theory and practical application Up to Date Content Stay current with the latest advancements trends and best practices in IT AI Cybersecurity Business Economics and Science Each guide is regularly updated to reflect the newest developments and challenges Comprehensive Coverage Whether you re a beginner or an advanced learner Cybellium books cover a wide range of topics from foundational principles to specialized knowledge tailored to your level of expertise Become part of a global network of learners and professionals who trust Cybellium to guide their educational journey www.cybellium.com

HR Magazine Guide to Managing People Society for Human Resource Management (U.S.),2006 For 50 years human resource professionals have relied on HR Magazine s Managing Smart column to provide perceptive in depth information Now the best columns have been collected in this treasure trove of pep talks and practical tools that helps professionals recruit train and motivate talented managers The book s format includes handy sidebars called Quick Tips and Did You Know to keep track of core topics and update facts and statistics work sheets checklists and self assessments are also provided for implementing new ideas Managing People

Michael Riley,Andrew Thompson,2010-02-17 This new second edition of Managing People provides a practical approach to applying up to the minute management techniques and is a vital source of information for professionals in the hotel and catering industry responsible for personnel and training Riley explores how aspects such as labour cost utilization labour market behaviour and pay are inseparable from the skills of people management In the new edition he extends his ideas on productivity so as to encompass its relationship with functional flexibility In a similar manner thinking about motivating people is extended to include modern ideas about commitment We all loosely refer to peoples attitude but here he shows the complexity that lies behind them It is especially of relevance for managers with responsibility for personnel and training and degree level students will also find its non prescriptive user friendly approach helpful Michael Riley has extensive experience in the hotel and tourism industry and communicates in a way that reflects that experience Managing People in Sport Organizations Tracy Taylor,Alison Doherty,Peter McGraw,2015-01-09 Managing People in Sport Organizations provides a

comprehensive overview of the theory and practice of managing people within a strategic framework This revised and updated second edition examines a range of strategic human resource management approaches that can be used by sport organizations to respond to contemporary challenges and to develop a sustainable performance culture Drawing on well established conceptual frameworks and current empirical research the book systematically covers every key area of HRM theory and practice including recruitment training and development performance management and appraisal motivation and reward organizational culture employee relations diversity managing change This new edition also includes expanded coverage of social media volunteers and individuals within organizations and is supported with a new companion website carrying additional resources for students and instructors including PowerPoint slides exam questions and useful web links No other book offers such an up to date introduction to core concepts and key professional skills in HRM in sport and therefore *Managing People in Sport Organizations* is essential reading for any sport management student or any HR professional working in sport

HBR's 10 Must Reads on Managing People (with featured article "Leadership That Gets Results," by Daniel Goleman) Harvard Business Review, Daniel Goleman, Jon R. Katzenbach, W. Chan Kim, Renée A. Mauborgne, 2011-02-07 Managing people is fraught with challenges even if you're a seasoned manager Here's how to handle them If you read nothing else on managing people read these 10 articles featuring Leadership That Gets Results by Daniel Goleman We've combed through hundreds of Harvard Business Review articles and selected the most important ones to help you maximize your employees' performance HBR's 10 Must Reads on Managing People will inspire you to Tailor your management styles to fit your people Motivate with more responsibility not more money Support first time managers Build trust by soliciting input Teach smart people how to learn from failure Build high performing teams Manage your boss This collection of best selling articles includes featured article Leadership That Gets Results by Daniel Goleman One More Time How Do You Motivate Employees The Set Up to Fail Syndrome Saving Your Rookie Managers from Themselves What Great Managers Do Fair Process Managing in the Knowledge Economy Teaching Smart People How to Learn How Unethical Are You The Discipline of Teams and Managing Your Boss

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Fresh Perspectives: Managing People, 2007

Managing People For High Performance , The Truth About Managing People Stephen P. Robbins,2014-12-08

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Managing People in Disasters ,2000 **The New Art of Managing People, Updated and Revised** Tony

Alessandra,Phillip L. Hunsaker,2008-12-23 A fully revised and updated edition of the management classic which offers updates on crucial guidelines and techniques for developing the interpersonal skills necessary to improve relations with employees assessing and improving current working situations understanding the differences between people and numerous

other methods for creating a positive work environment and increasing productivity and profitability Managing People in the Hospitality Industry Michael Riley, 2018-12-12 This is a book about being a successful manager in the complex hospitality industry Approaching the subject in the context of personal development it offers future managers essential knowledge and insight into the opportunities the constraints the problems and the solutions that face management at any level in the industry Structured in six parts this comprehensive volume is not merely concerned with the social and psychological aspects of people management but also with the economics of labour including labour costs utilisation labour market behaviour and pay These aspects are conjoined in the book with the skills of people management to reflect the dynamics of real life practice Combining theory and practice Managing People in the Hospitality Industry offers a concise portrait of the industry at work and is essential reading for the hospitality managers of tomorrow

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