



Managing People In A Small Business

**Alison Doherty, Peter McGraw, Tracy
Taylor**



Managing People In A Small Business:

Managing People in a Small Business John Stredwick, 2002 Employees are a major factor in the long term development of any small business For such businesses people can sometimes be the only real asset they possess so the effect of business decisions on employees should be the primary consideration Personnel issues are also more likely to determine the success of a small or growing business more so than for their larger counterparts This book is a broad guide to matters affecting the management of people in small businesses Drawing on his vast experience of personnel issues John Stredwick tackles all the key topics including Recruitment and selection Improving performance Training and development Rewarding employees Legal considerations Disciplining and dismissing staff *Managing People in a Small Business* is an invaluable reference for anyone involved with a small enterprise Whether you are the owner of a start up or the manager of a more developed organization with over 100 employees the reliable advice provided is equally relevant Improve the way you manage your people get the best from them and get the right procedures in place from the start *Managing People* Rosemary Thomson, A. W. J. Thomson, 2002 *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 in Organisations* Jeremy Adams, 2006-11-07 *Managing People in Organisations* takes a managerial issues based approach to examining the key themes of contemporary HR and OB topics and provides a detailed evaluation of both the current academic literature and an overview of current workplace practices Small Business Management and Control of the Uncertain External Environment Konstantinos Biginas, Stavros Sindakis, Antonia Koumproglou, Vlasios Sarantinos, Peter Wyer, 2022-03-15 This edited collection investigates the potential impact of long term planning and strategic awareness on the ability of SMEs to remain competitive The authors demonstrate

that whether SMEs are able to identify and act upon external forces and factors or not is the defining indicator of their likelihood to struggle survive or thrive Fresh Perspectives: Managing People ,2007 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 Managing People at Work Julian Randall,Allan Sim,2013-11-07 This book arises from the need of students who have little or no threshold knowledge of human resource management HRM but who need to link it to their studies in other subjects Managing People at Work encourages readers to examine the underlying concepts that reach out beyond discrete disciplinary boundaries and require connection with theories from different disciplines and their common practice wherever it applies to people within a company The book also addresses the need to understand and contribute to the strategic discussions which are expected in senior management forums The book describes the links between company strategy human resource HR planning and implementation using cost benefit analysis to illustrate the hard and soft approaches to HRM It also looks at evaluating the results of HR in terms of both efficiency and effectiveness in the main management interventions that lie within the human resource development activities Students are aided with their understanding by activities that lie at the end of each chapter These exercises can be done individually or in tutor led groups This book makes clear the links between HRM organizational behaviour and strategy and the theory of HRM is linked to its claimed HR outcomes sometimes referred to as strategic integration commitment quality flexibility This book helps to provide MBA and Master s postgraduate students and those on management trainee programmes or accelerate promotion career paths with a more detailed understanding of these theories and how they drive the organization s strategy and decisions about its people at work 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

The Wall Street Journal. Complete Small Business Guidebook Colleen DeBaise,2009-12-29 Because starting a small business is not only a huge financial risk but also a complete lifestyle change anyone who wants to be his or her own boss needs to approach entrepreneurship thoughtfully and with careful planning That s why there is no better resource than The Wall Street Journal Complete Small Business Guidebook a practical guide for turning your entrepreneurial dreams into a successful company from America s most trusted source of financial advice It answers would be business owners biggest question how do I fund my venture then explains the mechanics of building running and growing a profitable business You ll learn How to write a winning business plan Secrets to finding extra money during the lean years and beyond Ways to keep your stress in check while maintaining a work life balance How to manage your time including taking vacations and dealing with sick days Strategies for keeping your business running smoothly from investing in technology to hiring the right people Marketing and management basics When angel investors or venture capital might be an appropriate way to grow How to execute your exit strategy Running the show may not always be easy but the rewards can be tremendous You may be on the job 24 7 but you have the freedom to call the shots to hire whomever you want to work when you want and to take your business as far as you want to go

Managing People Michael Armstrong,1998 Armstrong looks at the role and responsibility of the line manager as a personnel manager covering topics such as employee development performance management health and safety issues and the legal framework

Microsoft Excel Formulas for People Management Chetan Singh, Mastering People Management with Microsoft Excel Formulas is a comprehensive guide that provides readers with the skills and knowledge necessary to use Microsoft Excel effectively for people management tasks The book covers a range of topics including Managing employee data such as salaries benefits and performance evaluations using Excel formulas Tracking project timelines resource allocation and budgeting using Excel functions Readers will learn how to leverage Excel to streamline processes reduce manual effort and improve accuracy Mastering People Management with Microsoft Excel Formulas is an essential resource for anyone who wants to effectively manage people related data using Excel With this book readers will gain the skills and knowledge necessary to streamline their workflow save time and make better decisions based on data driven insights

The New A-Z of Managing People David Freemantle,1999 Essential

practices for being a great boss whether one is responsible for supervising ten one hundred or 10 000 employees

Managing Human Resources In Smes And Start-ups: International Challenges And Solutions Leo-paul Dana,Naman Sharma,Vinod Kumar Singh,2022-06-21 Human resources are the most important and costliest assets in businesses of any nature and size no matter where they are based in the world Talent management is a key managerial function in MNCs and other organisations with a global presence but its importance in small businesses and start ups cannot be overlooked At its most basic level managing people in small businesses encompasses compliance with the applicable labour laws hiring and creating a channel for dealing with employee issues The price of not having the right employees in a small business can be extremely high Workers who are inefficient or in the wrong role can have critical consequences on the sustainability of a small business While most entrepreneurs focus on marketing finance operations and customers in their initial stages this means that they at times fail to establish and address their HR function and the associated challenges that if overcome may help the organisation to meet all of its targets This book aims to highlight these HR challenges and shed new light on how to answer them *Partners In Success: Strategic Hr And Entrepreneurship* Editors: Nina Muncherji,C. Gopalakrishnan,Upider Dhar,2009 Papers presented at the Nirma International Conference on Management held at Ahmedabad in January 2009 *Customer Knowledge Management: People, Processes, and Technology* Al-Shammari, Minwir,2009-03-31 This book introduces an integrated approach to analyzing and building customer knowledge management CKM synergy from distinctive core advantages found in key organizational elements Provided by publisher **Managing and Organizations** Stewart R Clegg,Martin Kornberger,Tyrone Pitsis,2011-11-28 Electronic Inspection Copy available for instructors here Now in its Third Edition this unique and highly esteemed text goes from strength to strength continuing to offer seamless coverage of the essential topics of organizational behaviour a realist s guide to management capturing the complex life of organizations the paradoxical emotional insecure self confident responsible irresponsible and delivers the key themes and debates in an accessible way interactive instructive and fun learning aids and features both in the text and on the Companion Website an attractive easily navigable full colour text design a guide to further reading including hand selected journal articles many of which are available on the Companion Website As well as cutting edge content and features the Third Edition now includes clearer more concise exposition of all you need to know about organizations expanded coverage of public sector informal and non profit organizations additional discussion of international cultures revised case studies to cater for readers across the world at all levels of knowledge and experience a revisited Companion Website with longer case studies Over the last seven years more and more students and tutors have been won over by Managing and Organizations coverage wisdom and insight and this new edition is a yet more essential guide to negotiating and understanding the bustling and complex life of organizations Visit the Companion Website at www.sagepub.co.uk/managingandorganizations3 To watch Tyrone Pitsis talk about the new edition of Managing and Organizations click here **Fundamentals of Human Resource**

Management Mary Gowan, 2021-01-15 Fundamentals of Human Resource Management for Competitive Advantage delves into the essential principles and practices of human resource management with a focus on gaining a competitive edge in the modern business landscape A wide variety of learning tools in each chapter keeps students engaged and helps them bridge the gap between theoretical concepts and real world applications

The Everything Managing People Book Gary R McClain, Deborah S. Romaine, 2006-12-10 Whether you're a first time manager or a seasoned professional you know that a motivated productive and fulfilled team is your most important asset Completely updated and revised The Everything Managing People Book 2nd Edition arms you with all you need to create a winning team including straightforward advice on hiring and firing leadership delegation and effective feedback This new edition contains updated information on Changes in today's business world New laws and regulations The latest in office technology Telecommuting and job sharing Filled with practical tips and innovative strategies The Everything Managing People Book 2nd Edition helps you get the best out of your employees by providing the motivation and support they need to perform at their best This hands on informative book serves as a desk reference you'll turn to again and again to find valuable information on leading an effective team and succeeding as a manager

Human Resource Management Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2020-05-30 A comprehensive introduction to HRM for students who are new to the field but who will be seeking employment in a global market working with diverse colleagues and across international borders Broken down into three parts covering Strategic Issues in HRM HRM in Practice and HRM in Context and weaving international and cross cultural perspectives throughout the text explores the ever changing world of human resource management The various theories practices and debates that populate this field are examined and the challenges and controversies that arise when theory meets practice are explored The international dimensions of HRM including cross cultural working diversity equality and international business have been considered throughout Practical learning features have been included to help students develop skills they can apply to their course and in graduate employment In the new edition all chapters have been thoroughly updated and the authors have included an additional chapter on Digitization and Artificial Intelligence in HRM The book is supported by a wide range of online resources and tools for both lecturers and students including access to SAGE journal articles chapter specific podcasts SAGE video PowerPoint slides interactive multiple choice questions and SAGE Business Cases Suitable for undergraduates and post graduate students looking for a strategic and international perspective of HRM

Managing People in Sport Organizations Tracy Taylor, Alison Doherty, Shannon Kerwin, 2024-12-11 Now in a fully revised and updated third edition Managing People in Sport Organizations outlines the theory and practice of managing people within a strategic framework A complete textbook for any human resource management HRM in sport course it explains how sport managers can get the best out of their teams and organizations develop their professional skills and create a sustainable performance culture Structured around the functional flow of HRM practice from recruitment to rewards the book introduces every key area of

people management including strategy planning training performance management and managing change This new edition includes expanded coverage of topics such as e HRM and post COVID workplaces There is also a new foundational chapter focused on the individual in the organization that sets the context for their effective management With international cases examples and data included in every chapter this is essential reading for any sport management student or HR professional working in sport

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