

Case Study Solutionshuman Resource Development 2ed

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the book provides conceptual inputs and offers several case studies covering the entire gamut of the study of human resource development hrd catering to the requirement of managers and students of business schools a serious attempt has been made to cover all aspects of hrd through these case studies besides students of business schools practicing managers would also find this work useful this book is a part of a series on the case study method

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case studies nick wilton s book is not another how to of hrm in practice but goes 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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publisher description

this text takes a managerial orientation and is relevant to managers in every unit project or team managers are constantly faced with hrm issues problems and decision making and the primary goal of the text is to show how each manager must be a human resource problem solver and diagnostician attention is given to the application of hrm approaches in real organizational settings and situations realism understanding and critical thinking were important in this eighth edition

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