

Human Resource Management 15e Dessler Chapter 11

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Dessler Mar 15 2021 This text is designed to provide authoritative and accurate information on HR-related responsibilities and personnel management by focusing on practical applications, concepts, and techniques that all managers can use in business.

Advances in Business, Management and Entrepreneurship Dec 24 2021 The GCBME Book Series aims to promote the quality and methodical reach of the Global Conference on Business Management & Entrepreneurship, which is intended as a high-quality scientific contribution to the science of business management and entrepreneurship. The Contributions are the main reference articles on the topic of each book and have been subject to a strict peer review process conducted by experts in the fields. The conference provided opportunities for the delegates to exchange new ideas and implementation of experiences, to establish business or research connections and to find Global Partners for future collaboration. The conference and resulting volume in the book series is expected to be held and appear annually. The year 2019 theme of book and conference is "Creating Innovative and Sustainable Value-added Businesses in the Disruption Era". The ultimate goal of GCBME is to provide a medium forum for educators, researchers, scholars, managers, graduate students and professional business persons from the diverse cultural backgrounds, to present and discuss their researches, knowledge and innovation within the fields of business, management and entrepreneurship. The GCBME conferences cover major thematic groups, yet opens to other relevant topics: Organizational Behavior, Innovation, Marketing Management, Financial Management and Accounting, Strategic Management, Entrepreneurship and Green Business.

Human Resource Management Nov 30 2019 This convenient study guide, designed from the student's perspective, provides all the tools your students need to maximize their learning experience in the classroom, on professional exams and, ultimately, within the field of HRM. Chapter objectives, chapter outlines, and study questions aid in review, with answer keys for immediate feedback.

Human Resource Management Nov 03 2022 Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

Human Resource Management, eBook, Global Edition May 05 2020 For courses in Management. Human Resource Management provides students with the daily tools and skills they need to function as successful managers-in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing. The 15th Edition focuses on the positive impacts technology has had on the HR field. The ability to vet potential employees on the Internet shifts more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavors for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares students with everything they need to be successful managers and HR personnel in the 21st century. The full text downloaded to your computer With eBooks you can: search for key concepts, words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf (available as a free download), available online and also via the iPad and Android apps. Upon purchase, you'll gain instant access to this eBook. Time limit The eBooks products do not have an expiry date. You will continue to access your digital ebook products whilst you have your Bookshelf installed.

Managing Human Resources Apr 15 2021 This book centers on business decision-making and managerial problem-solving, consistent with today's best practices' Human Resource Management Practice and Research. Real-life cases and a global focus will hold readers' interest as this book imparts valuable information about the dynamic field of human resources. Expanded coverage of international human resource issues governs this edition of the popular book; it also covers the management of work flows, job analysis, equal opportunity and the legal environment, diversity, recruitment and selection of employees, downsizing and outplacement, performance management and appraisal, workforce training, career development, compensation management, rewards and performance, employee benefits, employee relations, employee rights and discipline, organized labor, and workplace safety and health. The reference resource for human resource directors, managers, and small business owners, as well as others in leadership positions.

Human Resource Management Jul 31 2022 Offers students a comprehensive understanding of HRM theory, skills and application - a perfect fit for a one semester unit. The authors reflect on current HRM issues such as diversity, flexibility, equity, globalisation, the regulatory environment, and IT. J Griffiths, La Trobe University and B Lloyd-Walker, Victoria University.

Introduction to Human Resource Management Jan 25 2022 Co-written by an HR lecturer and an HR practitioner, this introductory textbook provides academic and practical insights which convey the reality of human resource management. The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory, and brings the subject to life.

Recruitment and Selection Jan 01 2020 Management Extra brings all the best management thinking together in one package. The series fuses key ideas with applied activities to help managers examine and improve how they work in practice. Management Extra is an exciting, new approach to management development. The books provide the basis for self-paced learning at level 4/5. The flexible learning structure allows busy participants to study at their own convenience, minimising time away from the job. The programme allows trainers to quickly plan and deliver high quality, business-led courses. Trainers can select materials to meet the needs of their delegates, clients, and budget. Each book is divided into themes of ideal length for delivering in a training session. Each theme has a range of activities for delegates to complete, putting the training into context and relating it to their own situation and business. The books' lively style will stimulate further interest in the subjects covered. Guides for further reading and valuable web references provide a lead-in to further research. Management Extra is based on the NVQ framework to ease the creation of Diploma, Post Graduate Diploma or NVQ programmes for managers. It is accredited with all leading awarding bodies. Authoritative but accessible and lively material New, exciting and flexible approach to management development

The Fair Labor Standards Act May 29 2022 "Federal Labor Standards Legislation Committee, Section of Labor and Employment Law, American Bar Association."

Managerial Accounting (16th Edition) Oct 29 2019

Strategic Human Resource Management May 17 2021 The field of Strategic Human Resource Management (SHRM) has burgeoned over the past thirty years. Over this time there has been a shift towards a strategic conception which posited workers as 'assets' rather than 'costs'. These 'human resources' were reconceptualised as a key source of competitive advantage. As such, these assets were to be treated seriously: selected with care, trained and developed, and above all, induced to offer commitment. The concept of 'human capital' came to the fore, and in the decades following these developments, research output has been voluminous. Strategic Human Resource Management: A Research Overview, authored by global research leaders, provides an expert summary of this crucial element of organizational performance. This new shortform book develops the argument that one of the crucial elements of organizational performance is the way work is organized in skill and talent packages both within an organization's boundary and across global competency clusters. Secondly, it focuses on current and emergent challenges. The 'package' of HR approaches has changed over time and patterns can be observed. This new volume pays special regard to the HR implications arising from radically altering contexts - economic, social, and technological. This concise volume covers crucial themes of lasting interest, and as such is essential reading for business scholars and professionals.

Performance Assessment Sep 28 2019

Management Jun 17 2021 "This course and this book are about management and managers. Managers are one thing that all organizations--no matter the size, kind, or location--need. And there's no doubt that the world managers face has changed, is changing, and will continue to change. The dynamic nature of today's organizations means both rewards and challenges for the individuals who will be managing those organizations. Management is a dynamic subject, and a textbook on it should reflect those changes to help prepare you to manage under the current conditions. We've written this 14th edition of Management to provide you with the best possible understanding of what it means to be a manager confronting change and to best prepare you for that reality. But not every student aspires to a career in management. And even if you do, you may be five or ten years away from reaching a managerial position. So you might rightly feel that taking a course in management now may be getting ahead of the game. We hear you. In response to these concerns, we've added new material to this book that is important and relevant to everyone working in an organization--manager and non-manager alike. Our "Workplace Confidential" pages identify, analyze, and offer suggestions for dealing with the major challenges that surveys indicate frustrate employees the most. You should find these pages valuable for helping you survive and thrive in your workplace. Surprisingly, this topic has rarely been addressed in business programs. Inclusion in an introductory management course appeared to us to be a logical place to introduce these challenges and to provide guidance in handling them"--

Unknown MIR Title Jan 31 2020 In its fifth Canadian edition, Interplay: The Process of Interpersonal Communication offers an immersive approach to the study of communication that foregrounds usefulness, readability, and student engagement. With up-to-date scholarship, case studies, and real-world examples, Interplay emphasizes the shifting dimensions of interaction made possible by social media and changing communication norms. Interplay is attentive to the ways in which communication practices shape and are shaped by culture, gender, and context; with extensive pedagogy integrated into its chapters, the book encourages readers to apply its insights to their own lives and relationships both within and beyond the classroom.

Human Resource Management Feb 11 2021 Human Resource Management (HRM) takes a managerial orientation; and is viewed as being relevant to managers in every unit, project, or team. Managers are constantly faced with HRM issues, problems, and decision making and the text's primary goal is to show how each manager must be a human resource problem solver and diagnostician. This book pays attention to the application of HRM approaches in "real organizational" settings and situations. Realism, understanding, and critical thinking were important in the revision. Users have continuously been satisfied with the consistent writing style and level of presentation.

Modern Control Engineering Apr 03 2020 Text for a first course in control systems, revised (1st ed. was 1970) to include new subjects such as the pole placement approach to the design of control systems, design of observers, and computer simulation of control systems. For senior engineering students. Annotation copyright Book News, Inc.

Project Management in Practice Aug 27 2019 Project Management in Practice, 4th Edition focuses on the technical aspects of project management that are directly related to practice.

Human Resource Management Sep 01 2022

Human Resources Management in Canada Oct 02 2022

Everyone's Labor Code Nov 10 2020

Human Resource Management Feb 23 2022 This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-based coverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes aglobal chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directedwork teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and howorganizational commitment affects production, quality, and service.

Auditing and Other Assurance Services Jun 05 2020 Appropriate for courses in Auditing and Special Topics in Accounting at the college or university level. Auditing is a second-year (upper-level) course directed at students in pursuit of a professional accounting designation-CA, GGA, and CMA. This innovative and easy-to-understand bestseller offers a mixture of auditing theory and practical applications for those who will work for auditing firms. It provides thorough coverage of the entire audit process, taking the reader step-by-step through an audit cycle, then showing how the process relates to all audit cycles. Reflecting the reality of today's working world, particularly the impact of technology on auditing procedures and techniques, the text has been thoroughly revised and updated, and is completely oriented to the practical application of computers in the field of auditing. It addresses five major issues in this area that have imposed change on the auditing

environment: use of computer systems by audit clients; types of computer-based systems used by audit clients; form of working papers used in general practice; student knowledge of automated systems; and integration of automated systems into the review questions, problems, and cases. Students will learn not only auditing procedures, but also how to analyze data.

Proceedings of International Conference on Remote Sensing for Disaster Management Apr 27 2022 The natural disasters are the killer agents which can/can't be predicted even though we have modern technology. Every year, in one place or another, disasters striking which is devastating the area and surroundings, leading to ecological disruption besides huge loss of life and property. India is vulnerable to cyclones, landslides/avalanches, earthquakes, floods, droughts, forest fires, epidemics, etc. The 5700-km long coast of India, with its dense population is vulnerable to cyclones/low depressions, tsunamis, etc. The 2400-km long rugged Himalayan terrain is vulnerable to landslides, avalanches and earthquakes. India is not only vulnerable to natural disasters, it is also experiencing industrial accidents. The Bhopal Gas tragedy is one of the major man-made disasters in the world. The state of Andhra Pradesh has 970-km long coastline with two major rivers, etc. The conference is conducted in Visakhapatnam, is famous for industries and tourism. Recently, several industrial accidents took place, besides major natural disasters like Hud-Hud, etc. Disaster management shall be implemented from the grass root level in vulnerable areas to improve the capacity building, so as to minimize the losses. The capacity building coupled with technology results in reduction of loss of life and property.

Advanced Corporate Finance Jun 25 2019 The first book devoted exclusively to modern advanced corporate finance, this volume provides a comprehensive exploration of theoretical and empirical literature on corporate financial policies and strategies—particularly those of U.S. nonfinancial firms—defined in rational, economic terms. Throughout, Cases in Point show theory in relation to financial decisions made by specific firms; and Real-World Focus highlights numerous articles from the financial press, providing insights from practitioners' points of view. Empirical Perspectives On The Financial Characteristics Of Publicly Traded U.S. Nonfinancial Firms. Valuation And Financing Decisions In An Ideal Capital Market. Separation Of Ownership And Control, Principal-Agent Conflicts, And Financial Policies. Information Asymmetry And The Markets For Corporate Securities. The Roles Of Government, Securities Markets, Financial Institutions, Ownership Structure, Board Oversight, And Contract Devices. The Leverage Decision. Analyses Of The Firm And The Valuation Of Equity And Debt. Industry Analysis And Financial Policies And Strategies. The Firm's Environment, Governance, Strategy, Operations, And Financial Structure. Market Efficiency, Event Studies, Cost Of Equity Capital, And Equity Valuation. Corporate Bonds: Terms, Issuance, And Valuation. Private Equity And Venture Capital. Initial Public Offerings Of Stock. Managing Internal Equity And Seasoned Equity Offerings. Dividend Policy And Stock Repurchases. Corporate Liabilities: Strategic Selections Of Lenders And Contract Terms. Mergers, Acquisitions, Takeovers, And Buyouts. Financial Distress And Restructuring. Debt Restructuring, Being Acquired, Bankruptcy, Reorganization, And Liquidation. Organizational Architecture, Risk Management, And Security Design. For CEOs and CFOs of corporations, senior lending officers at commercial banks, and senior officers and analysts at investment banks.

Human Resource Management Mar 03 2020 Steen/Noe Fifth Canadian Edition has been written to make HR more accessible to students, more reflective of their situation, and more about them. Today, every manager is "in HR", and every employee is actively engaged in the process of HRM, regardless of whether they aspire to be a manager or an HR professional. Students will experience HRM every day of their working lives, from how they are perceived by recruiters to completing a performance appraisal, to being promoted or fired. When students ask "What's In It For Me?", the Fifth Canadian Edition will show them just how relevant HRM is to them as people, employees and eventually managers. This easy to read and relevant 11 chapter human resource management text is ideal for a one-semester course. Steen/Noe balances theory with practical application and rich examples that support the need for foundational HRM, thought leadership and applied insight necessary to perform and thrive in organizations today.

Strategic Management and Business Policy Jun 29 2022 This text provides the Strategic Management and Business Policy student with a presentation of traditional and new strategic management topics. These topics include: corporate governance, hypercompetition, competitive strategy, outsourcing, mass customization, technology, international issues, environmental trends and ethics. **Logic and Computer Design Fundamentals** Nov 22 2021 Featuring a strong emphasis on the fundamentals underlying contemporary logic design using hardware description languages, synthesis and verification, this text focuses on the ever-evolving applications of basic computer design concepts.

Understanding Human Resources Management Jul 27 2019 "This first edition is an Introduction to Human Resource Management text for students in Intro HR courses, who do not plan to become HR practitioners. It views the various HR functions through a general manager's lens, rather than an HR specialist's lens, providing a less technical and more applied introduction to the field." -

Current Profit Sharing Sep 20 2021

AUDITING Oct 10 2020 This comprehensive, well-received and thoroughly updated text, now in its Third Edition, continues to provide an in-depth analysis of the basic concepts of Auditing emphasising the practical aspects of the course. The book discusses in detail, classification and preparation of an audit, internal control system, internal audit, vouching of cash, trading and impersonal ledgers in addition to other topics. Besides, it deals with verification and valuation of assets and liabilities, company audit, cost audit, management audit, tax audit, bank audit as well as depreciation. The final chapters of the book give detailed description of business investigations, audit of special entities and auditing in EDP environment. Contemporary topics have been covered in the book to enlighten readers with the latest developments in the field of auditing, such as cost audit, tax audit, environmental audit and energy audit. The book is intended to serve as an indispensable text for undergraduate students of commerce as well as for CA and ICWA aspirants. New to this Edition • The Companies Act, 2013 (based on new company law). • Internal Audit chapter especially updated in the light of Section 138 of the Companies Act, 2013 and Rule 13 of the Companies (Accounts) Rules, 2014 notified by MCA. • Cost Audit chapter based on the latest Companies (Cost Records and Audit) Rules, 2014, issued by MCA.

Management, Global Edition Aug 20 2021 For undergraduate Principles of Management courses REAL Managers, REAL Experiences With a renewed focus on skills and careers, the new edition of this bestselling text can help better prepare your students to enter the job market. Management, Thirteenth Edition vividly illustrates effective management theories by incorporating the perspectives of real-life managers. Through examples, cases, and hands-on exercises, students will see and experience management in action, helping them understand how the concepts they're learning actually work in today's dynamic business world. Students will gain hands-on practice applying management concepts with MyManagementLab. They'll engage in real business situations with simulations, build their management skills by writing and talking about different management scenarios, have access to a video library to help put concepts into perspective, and more. Also available with MyManagementLab MyManagementLab is an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts. Please note that the product you are purchasing does not include MyManagementLab. MyManagementLab Join over 11 million students benefiting from Pearson MyLabs This title can be supported by MyManagementLab, an online homework and tutorial system designed to test and build your understanding. Would you like to use the power of MyManagementLab to accelerate your learning? You need both an access card and a course ID to access MyManagementLab. These are the steps you need to take: 1. Make sure that your lecturer is already using the system Ask your lecturer before purchasing a MyLab product as you will need a course ID from them before you can gain access to the system. 2. Check whether an access card has been included with the book at a reduced cost If it has, it will be on the inside back cover of the book. 3. If you have a course ID but no access code, you can benefit from MyManagementLab at a reduced price by purchasing a pack containing a copy of the book and an access code for MyManagementLab (ISBN:9781292090313) 4. If your lecturer is using the MyLab and you would like to purchase the product... Go to www.mymanagementlab.com to buy access to this interactive study programme. For educator access, contact your Pearson representative. To find out who your Pearson representative is, visit www.pearsoned.co.uk/replocator

Organizational Behavior Jul 07 2020 Our goal with this 13th Edition is to keep this first mainline organizational behavior text up-to-date with the latest and relevant theory building, basic and applied research, and the best-practice applications. We give special recognition of this scientific foundation by our subtitle - An Evidence-Based Approach. As emphasized in the introductory chapter, the time has come to help narrow the theory/research—effective application/practice gap. This has been the mission from the beginning of this text. As "hard evidence" for this theory/research based text, we can say unequivocally that no other organizational behavior text has close to the number of footnote references. For example, whereas a few texts may have up to 40 or even 50 references for a few chapters, all the chapters of this text average more than twice that amount. This edition continues the tradition by incorporating recent breakthrough research to provide and add to the evidence on the theories and techniques presented throughout. Two distinguishing features that no other organizational behavior textbook can claim are the following: 1) We are committed at this stage of development of the field of OB to a comprehensive theoretical framework to structure our text. Instead of the typical potpourri of chapters and topics, there is now the opportunity to have a sound conceptual framework to present our now credible (evidence-based) body of knowledge. We use the widely recognized, very comprehensive social cognitive theory to structure this text. We present the background and theory building of this framework in the introductory chapter and also provide a specific model (Figure 1.5) that fits in all 14 chapters. Importantly, the logic of this conceptual framework requires two chapters not found in other texts and the rearrangement and combination of several others. For example, in the opening organizational context part there is Chapter 4, "Reward Systems," and in the cognitive processes second part, Chapter 7, "Positive Organizational Behavior and Psychological Capital," that no other text contains. 2) The second unique feature reflects our continuing basic research program over the years. Chapter 7 contains our most recent work on what we have termed "Positive Organizational Behavior" and "Psychological Capital" (or PsyCap). [The three of us introduced the term "Psychological Capital" in our joint article in 2004]. To meet the inclusion criteria (positive; theory and research based; valid measurement; open to development; and manage for performance improvement), for the first time the topics of optimism, hope, happiness/subjective well-being, resiliency, emotional intelligence, self-efficacy, and our overall core construct of psychological capital have been given chapter status. Just as real-world management can no longer afford to evolve slowly, neither can the academic side of the field. With the uncertain, very turbulent environment most organizations face today, drastically new ideas, approaches, and techniques are needed both in the practice of management and in the way we study and apply the field of organizational behavior. This text mirrors these needed changes. Social Cognitive Conceptual Framework. The book contains 14 chapters in four major parts. Social cognitive theory explains organizational behavior in terms of both environmental, contextual events and internal cognitive factors, as well as the dynamics and outcomes of the organizational behavior itself. Thus, Part One provides the evidence-based and organizational context for the study and application of organizational behavior.

A History of Rice University Dec 12 2020

Medical interviews Sep 08 2020

Management of Human Resources Aug 08 2020 Dessler: Preparing today's students to be tomorrow's HR Professionals Management of Human Resources: The Essentials, Fourth Canadian Edition, brings both human resources and non-human resources students into the current and comprehensive discussion on the ways in which human resources are among the most important assets in organizations today. The Canadian fourth edition provides extensive coverage of all HRM topics, such as job analysis, HR planning, recruitment, selection, orientation and training, career development, compensation and benefits, performance appraisal, health and safety, and labour relations. Note: If you are purchasing an electronic version, MyManagementLab does not come automatically packaged with it. To purchase MyManagementLab, please visit www.MyManagementLab.com or you can purchase a package of the physical text and MyManagementLab by searching for ISBN 10: 0133807339 / ISBN 13: 9780133807332.

Jan 13 2021

Advances in Design for Inclusion Jul 19 2021 This book addresses a range of topics in design, such as universal design, design for all, digital inclusion, universal usability, and accessibility of technologies regardless of people's age, financial situation, education, geographic location, culture and language. It especially focuses on accessibility for people with auditory, cognitive, neurological, and visual impairments, ageing populations, and mobility for those with special physical needs. The book explores some of the overlaps between inclusive design and web accessibility to help managers, designers, developers, policy makers, and researchers optimize their efforts in these areas. Based on the AHFE 2017 International Conference on Design for Inclusion, held on July 17-21, 2017 in Los Angeles, California, USA, it discusses new design technologies and highlights the disparate needs of the individuals within a community. Thanks to its multidisciplinary approach, the book represents a useful resource for readers with various backgrounds, providing them a timely, practice-oriented guide to design for inclusion.

Financial Accounting Oct 22 2021 In the new sixth edition, readers will be able to clearly see the relevance of accounting in their everyday lives. The authors introduce challenging accounting concepts with examples that are familiar to everyone, which helps build motivation to learn the material. Accounting issues are also placed within the context of marketing, management, IT, and finance.

Fundamentals of Human Resource Management Mar 27 2022 ALERT: Before you purchase, check with your instructor or review your course syllabus to ensure that you select the correct ISBN. Several versions of Pearson's MyLab & Mastering products exist for each title, including customized versions for individual schools, and registrations are not transferable. In addition, you may need a CourseID, provided by your instructor, to register for and use Pearson's MyLab & Mastering products. Packages Access codes for Pearson's MyLab & Mastering products may not be included when purchasing or renting from companies other than Pearson; check with the seller before completing your purchase. Used or rental books If you rent or purchase a used book with an access code, the access code may have been redeemed previously and you may have to purchase a new access code. Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code. Check with the seller prior to purchase. -- Directed primarily toward undergraduate courses in human resource management, this text also provides practical content to current and aspiring industry professionals. Fundamentals of Human Resource Management covers a wide range of HR topics and shows readers the importance of human resource management within the restraints of a compact semester. Offering a wealth of functional examples and applications, this text emphasizes the notion that all managers need basic human resource management skills. This edition is the first text on the market to build its core around the talent management process—which the author defines as the goal-oriented and integrated process of planning, recruiting, developing, managing, and compensating employees. Note: This is the standalone book, if you want the book/access card order the ISBN below: 013335508X / 9780133355086 Fundamentals of Human Resource Management Plus MyManagementLab with Pearson eText -- Access Card Package consists of: 0132994909 / 9780132994903 Fundamentals of Human Resource Management 0133020215 / 9780133020212 MyManagementLab with Pearson eText -- Access Card -- for Fundamentals of Human Resource Management

