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A General Managerial Approach

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Charles R. Greer

Strategic Human Resource Management A General Managerial Approach 2nd Edition

Vlad Vaiman, Charles Vance



Strategic Human Resource Management A General Managerial Approach 2nd Edition:

Strategic Human Resource Management Charles R. Greer, 2001 This book deals with the interaction between strategy and human resources as approached from a general managerial perspective Updated and revised the Second Edition provides students with a comprehensive overview of human resource issues applied to the most current technological advances and updated investments in employment practices The book provides an investment perspective of human resources and covers the human resource general and legal environment strategy formulation planning strategy implementation the performance impact of human resource practices and resource evaluation For managers and executives involved with human resource issues

Strategic Human Resource Development : Concepts and Practices Kesho Prasad, 2012 In today's corporate world employee management is first and the foremost concern of any organization An organization can easily churn out the best out of their employees by improvising the strategic development within the human resource norms This book comprehensively discusses the strategic management functions that are designed to meet the business objectives effectively This textbook explains the concepts of human resource management HRM and human resource development HRD and shows how they supplement and complement each other The book explicates how sourcing retention development compensation and performance are driven by the strategic business needs in an organization Divided into four parts the book explicates strategic developmental aspects of the people training and development vis vis organizational behaviour culture and leadership as well as primacy of technology in training as well as the concepts of human resource management and human resource development The special feature of this book is a chapter on Competency Mapping which is a tool to identify accurate skills for developing competency requirement within the employees

Smart Talent Management Vlad Vaiman, Charles Vance, 2010-01-01 the editors have done a good job of bringing together a series of contributions which provide a useful and welcome expansion of the theoretical foundations of talent management through a knowledge management lens David Collings Personnel Review This book takes a fresh look at human talent in organizations focusing on employees at all levels who represent key agents of knowledge management in acquiring transferring and applying important knowledge for competitive advantage The overarching aim of the book is to identify define and explore the implementation of talent management strategies aimed at facilitating effective knowledge management in an organization The contributors provide a valuable fusion of two important areas of emphasis for current research and practice in human resource management talent management and knowledge management They illustrate the immense significance of the latter to competitive advantage and organizational success in our rapidly changing global knowledge based economy The generation and acquisition of ideas and knowledge their internal transfer and application throughout the organization and the cross border transfer of knowledge all through the effective management of human talent have become integral to contemporary management The contributors examine planning and staffing training coaching performance management and

organizational learning and development Academics human resource management practitioners and management consultants will find this volume valuable *Strategic Human Resource Management: The Indian Perspectives* Sanjay Srivastava, Taranjeet Duggal, Chandranshu Sinha, Chitra Bajpai, **Handbook of Human Resource Management in Government** Stephen E. Condrey, 2010-10-26 HANDBOOK OF HUMAN RESOURCE MANAGEMENT IN GOVERNMENT THIRD EDITION The practice of public human resource management has evolved significantly in recent years due to increased outsourcing privatization and the diminution of public employee rights This thoroughly revised and updated edition of the classic reference Handbook of Human Resource Management in Government offers authoritative state of the art information for public administrators and human resource professionals The third edition features contributions from noted experts in the field including Donald E Klingner Mary E Guy Jonathan P West Jeffrey L Brudney Montgomery Van Wart J J Steven Ott Norma M Riccucci and many more Praise for the Handbook of Human Resource Management in Government This third edition of the Handbook of Human Resource Management in Government is an essential resource for scholars practitioners and general readers in need of concise summaries of up to date cutting edge public personnel administration research No other handbook on the market more concisely more comprehensively more clearly synthesizes this vast rapidly changing field that remains so vital to effective government performance RICHARD STILLMAN editor in chief Public Administration Review The Handbook of Human Resource Management in Government comprehensively and seamlessly blends theory and practice The result is a clear road map that can finally make HR a key player in helping the government meet the unprecedented challenges facing our nation our states and our communities BOB LAVIGNA vice president Research Partnership for Public Service Washington DC With each successive edition Condrey s Handbook of Human Resource Management in Government becomes a more essential tool for graduate students who wish to improve their understanding of this field Condrey s own expertise has enabled him to take contributions from leading experts in the field and shape them into a reader that is comprehensive engaging and authoritative DONALD E KLINGNER University of Colorado Distinguished Professor School of Public Affairs University of Colorado at Colorado Springs former president American Society for Public Administration and fellow National Academy of Public Administration Essentials of Strategy ,2006 The Business Literacy for HR Professionals series developed in cooperation with the Society for Human Resource Management helps HR professionals do exactly that Covering essential areas such as negotiation decision making change management finance and more these highly practical books help HR professionals in their goal to be true strategic partners who bring additional bottom line value to their organizations In an age of stiffening competition everyone in an organization must develop a strategic mind set by understanding the company s competitive strategy and helping the firm execute it This essential resource offers guidelines for creating the HR initiatives policies and departmental structures that ensure success Publisher s website **Managing a Global Workforce** Charles Vance, Yongsun Paik, 2015-03-27 This new edition of Managing a

Global Workforce provides balanced and contemporary coverage of human resource management in the international marketplace Directed at future general managers and international executives rather than HR specialists it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face Managing Human Resources for Nonprofits Kunle Akingbola,2015-06-05 The core resources and capabilities of any nonprofit organization lie in their human capital their knowledge skills and behaviors are critical to the achievement of the organization s mission and performance Thus effective management of this key resource is integral to the nonprofit organization s success This book focuses on the unique characteristics challenges and contribution of human resource management to the strategic objectives of the nonprofit It explores contemporary issues that place the management of people at the intersection between the mission strategy and performance of the organization The book Uses the latest theory to build models that explain the determinants and dimensions of strategic HRM within the nonprofit sector Examines the core HRM functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize HRM contributions to performance Provides a step by step process to develop implement and manage HR practices that are aligned with the strategy of the nonprofit organization Demonstrates how to integrate volunteer management into strategic HRM Using examples from around the world as well as cases to facilitate learning this book is ideal for students and professionals interested in strategic human resource management and nonprofit management *International Human Resource Management* Mila Lazarova,Michael Morley,Shaun Tyson,2014-01-02 The extent to which organisational performance is related to the Human Resource policies and practices adopted has been a question debated by both academics and practitioners for the past two decades This book takes the debate into the international field by drawing upon the well respected Cranet data set which provides longitudinal and comparative data drawn from 40 countries across the world International Human Resource Management highlights the dominant institutional factors embedded in the societal contexts of different cultures which impact on corporate HR policies and practices and illustrates how these variables influence Human Resource Management and performance It examines how the HR function can impact upon HR policies and influence organisational performance It also discusses the role of the HR department specifically how the distribution of responsibilities between HR managers and line managers moderates the relationship between HR strategic integration and organizational performance Finally it investigates the impact of societal factors on the strategic integration of female HR directors These contributions show the complexity of the relationship between HRM and organisational performance and modify the current prevailing models of this relationship where scant attention has been paid to institutional forces and the cultural economic and social contexts in which organisations are located This book was originally published as a special issue of The International Journal of Human Resource Management **Optimization and Business Improvement Studies in Upstream Oil and Gas Industry** Sanjib Chowdhury,2016-08-15 Delves into the core and functional areas in the upstream

oil and gas industry covering a wide range of operations and processes Oil and gas exploration and production E and future production is expected to come from increasingly difficult reserves deeper horizon low quality crude All these are making E P activities even more challenging in terms of operations technology cost and risk Therefore it is necessary to use scarce resources judiciously and optimize strategies cost and capital and improve business performance in all spheres of E P business Optimization and Business Improvement Studies in Upstream Oil and Gas Industry contains eleven real life optimization and business improvement studies that delve into the core E P activities and functional areas covering a wide range of operations and processes It uses various quantitative and qualitative techniques such as Linear Programming Queuing theory Critical Path Analysis Economic analysis Best Practices Benchmark Business Process Simplification etc to optimize Productivity of drilling operations Controllable rig time loss Deepwater exploration strategy Rig move time and activity schedule Offshore supply vessel fleet size Supply chain management system Strategic workforce and human resource productivity Base oil price for a country Standardize consumption of materials Develop uniform safety standards for offshore installations Improve organizational efficiency through business process simplification The book will be of immense interest to practicing managers professionals and employees at all levels disciplines in oil and gas industry It will also be useful to academicians scholars educational institutes energy research institutes and consultants dealing with oil and gas The work can be used as a practical guide to upstream professionals and students in petroleum engineering programs

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Judt's second book is