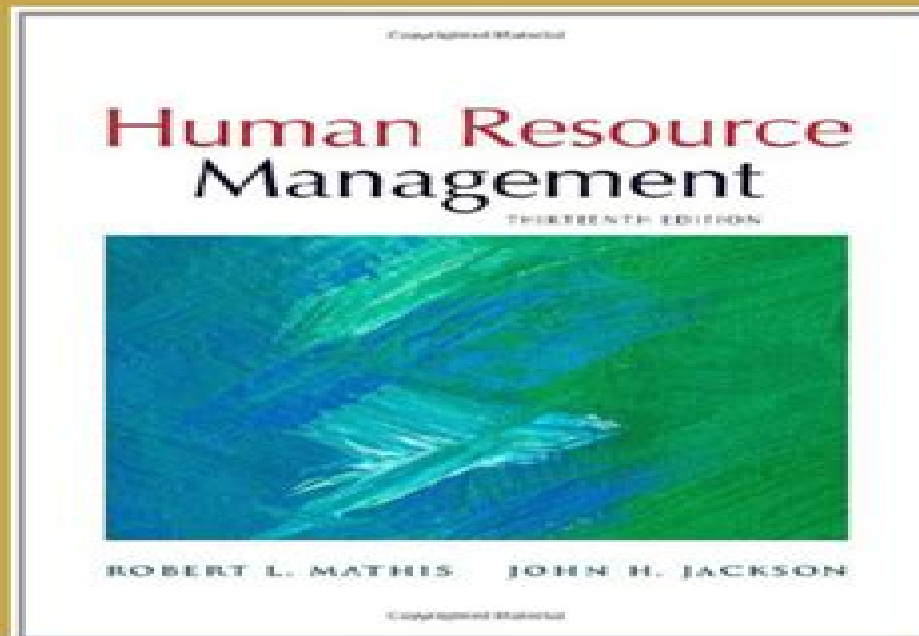


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The Definitive Guide to HR Management Tools (Collection) Alison Davis, Jane Shannon, Wayne Cascio, John Boudreau, James C. Sesil, Ben Waber, Bashker D. Biswas, Steven Director, 2013-11-07 A brand new collection of high value HR techniques skills strategies and metrics now in a convenient e format at a great price HR management for a new generation 6 breakthrough eBooks help you help your people deliver more value on every metric that matters This unique 6 eBook package presents all the tools you need to tightly link HR strategy with business goals systematically optimize the value of all your HR investments and take your seat at the table where enterprise decisions are made In *The Definitive Guide to HR Communication* Engaging Employees in Benefits Pay and Performance Alison Davis and Jane Shannon help you improve the effectiveness of every HR message you deliver Learn how to treat employees as customers clarify their needs and motivations leverage the same strategies and tools your company uses to sell products and services package information for faster better decision making clearly explain benefits pay and policies improve recruiting orientation outplacement and much more In *Investing in People* Second Edition Wayne Cascio and John W Boudreau help you use metrics to improve HR decision making optimize organizational effectiveness and increase the value of strategic investments You ll master powerful solutions for integrating HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR In *Financial Analysis for HR Managers* Dr Steven Director teaches the financial analysis skills you need to become a true strategic business partner and get boardroom and CFO buy in for your high priority initiatives Director covers everything HR pros need to formulate model and evaluate HR initiatives from a financial perspective He walks through crucial financial

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Strategic Human Resource Management in the Hospitality Industry: A Digitalized Economic Paradigm Kankaew, Kannapat,2023-03-13 Human resources are critical within organizations particularly in the modern world where technology can be acquired to produce the same quality of products Today in the context of the digitalized economy hospitality organizations must ensure their human resources are evolving with the times to remain competitive Strategic Human Resource Management in the Hospitality Industry A Digitalized Economic Paradigm discusses strategic human resource management in the hospitality industry and sheds light on every aspect of human resource management in the hospitality industry globally such as from selection recruitment training and development performance management compensation and benefit and employee retention Covering key topics such as technology integration leadership and tourism this reference work is ideal for industry professionals managers business owners administrators policymakers researchers academicians scholars instructors and students

Human Resources Management and Ethics Ronald R. Sims, Sheri K. Bias,2020-12-29 This book explores HRM and ethics focusing on responsibilities actions issues and experiences for employees organizations and society It discusses the evolving role of HRM professionals in developing ethical cultures and addresses ethical challenges trends and scandals across various sectors

Integrating Business Management Processes Titus De Silva, 2020-08-18 Integrating Business Management Processes Volume 2 Support and Assurance Processes 978 0 367 48548 1 Shelving Guide Business Management The backbone of any organisation is its management system It must reflect the needs of the organisation and the requirements of its customers Compliance with legal requirements and ethical environmental practices contributes towards the sustainability of the management system Whatever the state of maturity of the management this book one of three provides useful guidance to design implement maintain and improve its effectiveness This volume provides a comprehensive coverage of the key support and assurance processes Topics include document control communication marketing information systems and technology human resource management training and development customer relations management financial management and measurement and analysis to name a few This book with its series of examples and procedures shows how organisations can benefit from satisfying customer requirement and the requirements of ISO standards to gain entry into lucrative markets Titus De Silva is a consultant in management skills development pharmacy practice quality management and food safety and an advisor to the newly established National Medicines Regulatory Authority NMRA in Sri Lanka Applying MBA Knowledge and Skills to Healthcare Reza Nassab, Vaikunthan Rajaratnam, Michael Loh, 2011 Clinicians increasingly need a firm grasp of the fundamental principles of business management finance and related subjects Even so business disciplines are still rarely taught during medical training while busy practices and complicated accounting tasks mean that gaining business acumen on the job is impractical for many As a result increasing numbers of clinicians learn the skills they need by taking an MBA Masters in Business Administration While an MBA may be the answer for some the formidable costs and time commitment it demands leave many busy practitioners seeking more accessible options This book provides a readable tightly organised alternative a primer on MBA principles and their practical application Twelve compact carefully structured modules cover the entire gamut of a business education from basic finance and accounting principles to strategic management methods and leadership theories Unlike some similar texts this book is designed to be light in tone easy to read and digest and thoroughly practical Busy clinicians academic surgeons administrative physicians and other healthcare professionals will find this an invaluable resource in understanding the core principles of business management Allied medical professionals and nurses will also find it useful as will interview candidates who increasingly face management questions as part of selection processes An invaluable resource in understanding the core principles of business management and in learning how to apply them For busy clinicians the value proposition is enormous in terms of the knowledge gained versus the amount of reading required to capture what the authors have so capably managed to distill between the covers The authors have done a remarkable task in capturing the latest concepts and thinking in the business management arena and the essence of an entire MBA education and customise it for healthcare professionals A delight From the Foreword by B Sonny Bal **HR Expert Diploma (Master's level) - City of London College of Economics - 15 months - 100% online**

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Finance and Accounting in HR (Collection) Bashker D. Biswas, Steven Director, 2013-08-08 In Compensation and Benefit Design Bashker D Biswas shows exactly how to bring financial rigor to the crucial people decisions associated with compensation and benefit program development This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs Next Biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting He assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international HR systems and programs This book contains a full chapter on HR key indicator reporting and concludes with detailed coverage of trends in human resource accounting and the deepening linkages between financial and HR planning Replete with both full and mini case examples throughout the book also contains chapter ending exercises and problems for use by students in HR and finance programs HR managers are under intense pressure to become strategic business partners Many unfortunately lack the technical skills in financial analysis to succeed in this role Now respected HR management educator Dr Steven Director addresses this skill gap head on Writing from HR s viewpoint Director covers everything mid level and senior level HR professionals need to know to formulate model and evaluate their HR initiatives from a financial and business perspective Drawing on his unsurpassed expertise working with HR executives he walks through each crucial financial issue associated with strategic talent management including the quantifiable links between workforces and business value the cost benefit analysis of HR and strategic financial initiatives and specific issues related to total rewards programs Unlike finance books for non financial managers Financial Analysis for HR Managers focuses entirely on core HR issues *Employee Benefits Design and Compensation (Collection)* Bashker D. Biswas, 2014-05-29 A new collection of best practices for designing better compensation and benefit programs 2 authoritative books now in a convenient e format at a great price 2 authoritative eBooks help you drive more value efficiency and

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More than ever before HR practitioners must empirically demonstrate a clear link between their practices and firm performance In *Investing in People* Wayne F Cascio and John W Boudreau show exactly how to choose implement and use metrics to improve decision making optimize organizational effectiveness and maximize the value of HR investments They provide powerful techniques for looking inside the HR black box implementing human capital metrics that track the effectiveness of talent policies and practices demonstrating the logical connections to financial and line of business and using HR metrics to drive more effective decision making Using their powerful LAMP methodology Logic Analytics Measures and Process the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value

Human Resource Management Robert L. Mathis, John Harold Jackson, 2005 Intended for students and practitioners preparing for certification exams this textbook provides coverage of basic human resources concepts and practices including a review of important law and regulations Mathis University of Nebraska at Omaha and Jackson University of Wyoming begin with an The Cumulative Book Index, 1999 *Books In Print 2004-2005* Ed Bowker Staff, Staff Bowker, Ed, 2004

Human Resource Management: Essential Perspectives Robert L. Mathis, John Jackson, 2008-08-29 Discover the information most important for today's successful HR professional with the practical HR concepts and proven HR practices highlighted in *HUMAN RESOURCE MANAGEMENT ESSENTIAL PERSPECTIVES 5E* Recognized authors Robert Mathis and John Jackson have condensed the best from their market leading *HUMAN RESOURCE MANAGEMENT 12E* to bring you a concise essentials text that's easy to use and an economical choice This edition reviews today's most important laws and regulations and addresses the information most often used by human resource professionals The authors focus on the coverage most important for students preparing for HR certification exams with a solid introduction to HR concepts and practices that are applicable for practicing HR professionals in numerous industries New chapter openers in this edition place concepts in a strong managerial context clearly highlighting the importance and impact of the principles students are learning Timely Internet resources and additional readings offer clear guidelines for those interested in further HR study Focus on the best in human resource management with *HUMAN RESOURCE MANAGEMENT ESSENTIAL PERSPECTIVES 5E* Important Notice Media content referenced within the product description or the product text may not be available in the ebook version **Forthcoming Books** Rose Arny, 2003-04

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