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ESSENTIALS OF STRATEGIC **HUMAN RESOURCE MANAGEMENT**

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Strategic Human Resource Management Sourcebook

**Craig Eric Schneier, Richard W.
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The Organizational and Human Resources Sourcebook Douglas B. Gutknecht, Janet R. Miller, 1990 Revised and rearranged text presenting many of the organizational and human resource challenges that organizational leaders managers staff and employees will face in the 1990s In four sections organization theory and behavior strategic human resource management human resource development training management and career development and organization development No index Annotation copyrighted by Book News Inc Portland OR

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Textbook for Human Resource Practitioners, 1996

South African Human Resource Management Ben Swanepoel, 2003 South African Human Resource Management focuses on the knowledge and skills that managers at all levels need The authors integrate contemporary international research and implementation with a South African perspective

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The Performance Management Sourcebook Craig Eric Schneier, Richard W. Beatty, Lloyd Baird, 1987

Illusions of Opportunity Sonia M. Ospina, 2019-01-24

Employees expect organizations to offer an equitable distribution of rewards in promotion compensation and job challenge to those who work hard According to Sonia Ospina the realities of the workplace confound that expectation since organizational practices of labelling and ranking individuals create inequality For this reason Ospina suggests that an appreciation of how employees experience and resolve the contradiction between expectation and reality is prerequisite to understanding work attitudes in contemporary organizations *Illusions of Opportunity* documents the pervasiveness of this contradiction by focusing on three groups of workers within a large public organization in a major city Exploring individual and collective attempts to make sense of reward distribution Ospina found that each group endorsed a different definition of merit The definitions represented an attempt on the part of each group to justify the claims of its own members to being organizational citizen who deserved recognition Drawing on the research traditions of organizational stratification the social psychology of justice and organizational behavior Ospina operates within a conceptual framework that links objective opportunity structures to employees subjective perceptions of justice Through this merger of the structural and the subjective she provides new insights into the social basis of work attitudes

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