

STRATEGIC HUMAN RESOURCE MANAGEMENT (SHRM)



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Shasha Hu



Systematic Management Of Human Resources:

The Professionalisation of Human Resource Management Ruth Elizabeth Slater, 2019-11-11 Evolving economies the emergence of new technologies and organisational forms are all features of late capitalism Among this milieu a marked feature has been the emergence and recognition in society of new occupations The claim upon a body of knowledge and practice and a societal domain in which to exercise expertise characterise these occupations Status and recognition may ensue in short they claim professionalism Professionalism is a word resonant with allusions to a particular time and place loosely located in the United States and England in the twentieth century although its roots are far earlier and its present branches are far reaching The text is an account of the Human Resource Management occupation's search for status legitimacy and professionalism and illustrates how key agents wove a purposeful plan in pursuit of goals through changing socio economic and political contexts The text also discusses the changed meanings of and opportunities for professionalism for individual agents as members of a social grouping that is the occupation This text is an analysis of the recent development of the Human Resource occupation against the backdrop of changing meanings and models of professions and professionalism and the traditional signifier of professionalism in the U K the Royal Charter The original research from the UK outlines the efforts undertaken between 1968 and 2000 by the professional body the present day Chartered Institute of Personnel and Development CIPD the Institute to attain a Royal Charter This text addresses the following The role of key agents and institutions on shaping social structures and practice regimes The changing construction and meanings of professionalism and professional occupations The role of the collective professional body in shaping occupational practices in Human Resource Management and Human Resource Development and their effect upon working lives The continuing significance of the Royal Charter as an ancient institution with deep societal effect Human Resource Planning D K Bhattacharyya, 2009 Human Resource Planning has globally become a much discussed issue Throughout the world manpower redundancy has become so common that it is no more catching the attention of media India is also no exception to this Many management institutions and universities have now included HRP as a core paper for their MBA curriculum We really do not have adequate literature in HRP more specifically to Indian situations Apart from this corporate practitioners also like to get some insight to the nitty gritty of HRP Keeping all these factors in view the present book has been developed by the author considering the different aspects of HRP The book aims to fulfill the need for MBA course on HRP and also for the practitioners as a reference manual to help successful HRP practice in organizations *Personnel Literature*, 1980 *The Nonprofit Human Resource Management Handbook* Jessica Word, Jessica Sowa, 2017-06-26 As an increasing number of individuals go to work in the nonprofit sector nonprofit managers need support on how best to build their human resource management capacity They need to know what systems to examine what questions to ask and how to ensure they are managing people in a legal manner and as effectively as possible given their particular resource constraints Important

questions include Do we have a clear philosophy one that aligns with our nonprofit mission and values and allows us to treat our employees as the professionals they are How do we select develop and retain the best people who will produce high value high performance work and how do we do so with limited resources How do we effectively manage our mix of volunteers and paid staff What do we need to consider to ensure diverse people work together in a harmonious fashion With all new chapters written by the top scholars in the field of nonprofit HRM these are but a few of the many questions that are addressed in this timely volume These scholars delve into their particular areas of expertise offering a comprehensive look at theories and trends legal and ethical issues how to build HRM from recruitment management labor relations to training and appraisal as well as topics in diversity technology and paid versus volunteer workforce management This essential handbook offers all core topic coverage as well as countless insider insights additional resource lists and tool sets for practical application With chapters grounded in existing research but also connecting research to practice for those in the field The Nonprofit Human Resource Management Handbook will be required reading for a generation of scholars students and practitioners of nonprofit human resource management

Nonprofit Management Michael J. Worth, 2024-02-20 Nonprofit Management Principles and Practice provides a comprehensive insightful overview of key governance and management topics nonprofit leaders encounter daily

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maximise the value they have and the value they provide Finding the answers to questions like these is what human capital management is about Whether public or private successful achievement depends first on the capability of people and secondly on their commitment and productivity Andrew Mayo s Human Resources or Human Capital discusses how you can ensure the most effective management of these value creating assets The first part of the book also shows how to create an integrated framework of measures that can become an integral part of the organisation s performance management and how companies have done this in practice Part Two shows how to do this strategically and successfully and how HR can be a serious and credible Business Partner enabling managers to achieve their goals through their people and adding real value to all the stakeholders of the organisation

Chanakya - A visionary Human Resource Manager Tushar Kokane, Santosh Bagwe,2019-11-27 Chanakya a master strategist was the man who destroyed the Nanda dynasty and instilled Chandragupta Maurya as the king of Magadha Chanakya A Visionary Human Resource Leader talks about the principles of human resource management mentioned in Arthashastra These principles of managing human resources are still relevant in the 21st century For the first time all the secrets of managing human resources are woven together in the context of modern human resource management In this book you ll learn Chanakya s perspective on business administration and people management It contains the legendary management guru Chanakya s wisdom on recruiting selecting training rewarding and motivating human resources It is a resourceful guide for readers from all walks of life on contemporary human resource practices Review In the present book I am glad to note that various aspects of Arthashastra have been included as the roles and responsibilities of the HR department The authors of this book Santosh Bagwe and Tushar Kokane have used the ideas from Kautilya s Arthashastra for modern day HR practitioners The book has taken a lot of ideas from the original work of Chanakya and interpreted in a modern format Easy to understand and simple in language not only HR professionals will benefit from the book but also general readers I am glad this book is an excellent contribution to the corporate world which will get a lot of tips from Arthashastra and the wisdom of Chanakya Radhakrishnan Pillai Author of Corporate Chanakya and other Chanakya Books

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