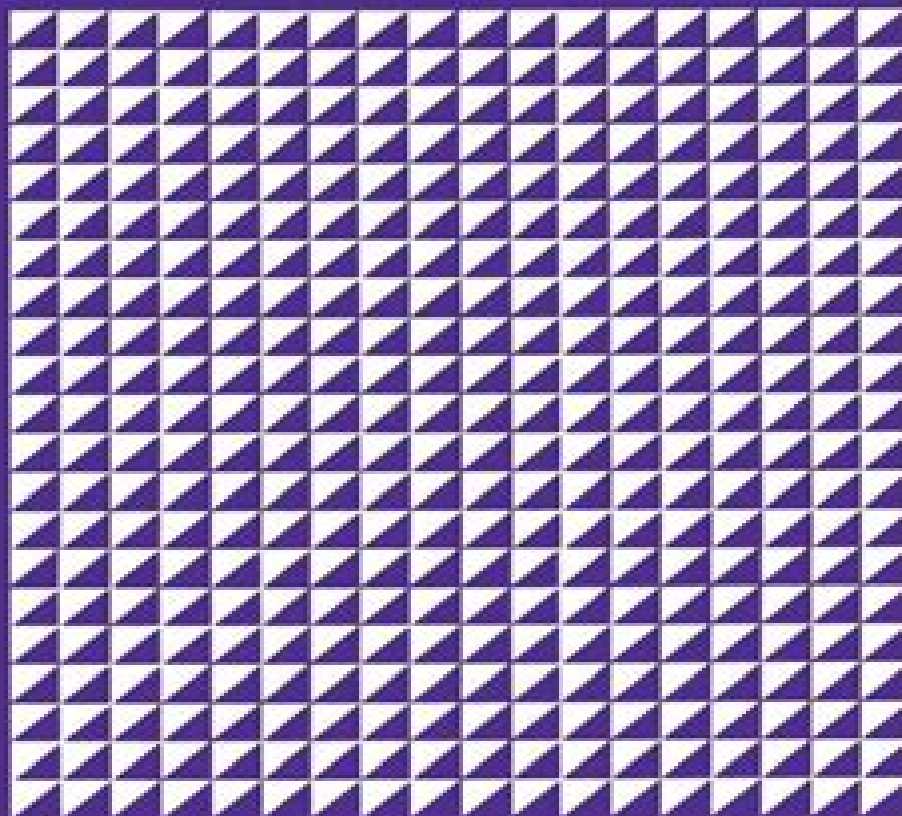


Edited by Richard J. Niehaus

STRATEGIC HUMAN RESOURCE PLANNING

APPLICATIONS



Strategic Human Resource Planning Applications

Richard Regis



Strategic Human Resource Planning Applications:

Strategic Human Resource Planning Applications Richard J. Niehaus, 2012-12-06 This volume is the proceedings of a symposium entitled Strategic Human Resource Planning Applications which was held at the University of Pennsylvania in Philadelphia on December 4 6 1985 The meeting was sponsored by the Research Committee of the Human Resource Planning Society In developing the symposium the Research Committee built upon a study which resulted in a broad research agenda for the Society The thrust of that research agenda was emphasis on linking the state of practice with the state of the art In the case of the symposium emphasis was on the presentation of forward looking applications which could help member organizations link current practice with the research frontier The meeting had sessions on 1 Description of Issues 2 Human Resource Costs and Strategy 3 Case Studies of Strategic Planning 4 Computer Technology and Office Automation 4 Large Scale Forecasting and Compensation Issues 5 Models for Policy Analysis 6 Work Force Optimization 7 Implementation of Information Processing Activities 8 Productivity Analysis and 9 Relationship of Strategy to Practice Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains 18 of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged

Bottom Line Results from Strategic Human Resource Planning R.J. Niehaus, K.F. Price, 2013-06-29 This volume is the proceedings of a symposium entitled Bottom Line Results from Strategic Human Resource Planning which was held at Salve Regina University Newport Rhode Island on June 11 14 1991 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee continued the approach used in previous HRPS research symposia The focus of these meetings is on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting had sessions on 1 The Strategic Role of Human Resources 2 Globalization 3 Downsizing 4 Quality as a Strategic Human Resource Issue 5 Forecasting Human Resource Needs and 6 Managing People to Build Competitive Advantage Twenty six papers were presented with discussion periods at appropriate points in the meeting This volume contains twenty two of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged Thanks are in order for all who contributed to the success of the meeting

Strategic Human Resources Planning George E. Biles, 1980 *Creating the Competitive Edge through Human Resource Applications* Richard J. Niehaus, Karl F. Price, 2012-12-06 This volume is the proceedings of a symposium entitled Creating the Competitive Edge Through Human Resource Applications which was held at Salve Regina College Newport Rhode Island on June 16 19 1987 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee built upon the format of the first HRPS research symposium on Strategic Human Resource

Planning Applications held at the University of Pennsylvania in 1985 The intent in both meetings was on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting has sessions on 1 Reshaping the Organization for the Twenty first Century 2 Coping with Major Organizational Change 3 Organization Downsizing 4 Evaluating the Human Resource Function and 5 The Impact of Corporate Culture on Future Human Resource Practices Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains twenty one of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged **Creative Human Resource Planning and Applications** Elmer H. Burack, 1988 **Facilities Staffing Requirements for the Veterans Health Administration** "Resource Planning and Methodology for the Future National Academies of Sciences, Engineering, and Medicine, Division of Behavioral and Social Sciences and Education, Board on Human-Systems Integration, Division on Engineering and Physical Sciences, Board on Infrastructure and the Constructed Environment, Committee on Facilities Staffing Requirements for Veterans Health Administration, 2020-04-30 The Veterans Health Administration VHA is America's largest integrated health care system providing care at 1 243 health care facilities including 172 medical centers and 1 063 outpatient sites of care of varying complexity serving 9 million enrolled Veterans each year In addition VHA has opened outpatient clinics and established telemedicine and other services to accommodate a diverse veteran population and continues to cultivate ongoing medical research and innovation Facilities specific to VHA fulfill clinical operational research laboratory and administrative functions Each site is designed to serve a geographical location with specific health care needs VHA's building inventory has sites of different ages and often there is a mix of building size and age at each site or campus At the request of the VHA this study presents a comprehensive resource planning and staffing methodology guidebook for VHA Facility Management Programs by reviewing the tasks of VHA building facilities staff and recommending actions for the VHA to meet the mission goals of delivering patient care research and effective operations Strategic Human Resource Management and Employment Relations Ashish Malik, 2018-05-29 This book analyses a collection of key strategic human resource management HRM and employment relations ER topics The book follows a unique pedagogical design employing problem based learning and participant centred learning approaches both of which the author has extensive experience in implementing with post graduate learners The book also prepares the learner to use these approaches and has resources for the instructor The first part of the book provides a very focussed research commentary highlighting the key theoretical approaches in HRM and ER The second part offers details of the design and implementation of strategic HRM and ER practices The third part features a selection of contemporary research based case studies that bring to life the debates and tensions inherent in the field of strategic HRM and ER Challenges of

Information Technology Management in the 21st Century Information Resources Management Association. International Conference, 2000 As the 21st century begins we are faced with opportunities and challenges of available technology as well as pressured to create strategic and tactical plans for future technology Worldwide IT professionals are sharing and trading concepts and ideas for effective IT management and this co operation is what leads to solid IT management practices This volume is a collection of papers that present IT management perspectives from professionals around the world The papers seek to offer new ideas refine old ones and pose interesting scenarios to help the reader develop company sensitive management strategies **Information Systems Evaluation Management** Van Grembergen, Wim, 2001-07-01

Investments in IT are growing extensively and business managers worry about the fact that the benefits of IT investments might not be as high as expected Information Systems Evaluation Management discusses this issue among others through its presentation of the most current research in the field of IS evaluation *Strategic Human Resource Management and Development* Richard Regis, 2008 Strategic Human Resource Management has been a topic familiar to many But this book approaches the same topic in a current global economy with so many Indian business houses venturing into acquiring global giants and establishing themselves atop of the world of business in our growing economy This means that with electronic communication making the world into a global village and virtual organizations and learning having made the distinction between place and space not a matter of importance strategies to be adapted by the HR professionals should be totally new That is where this book is having a new approach to SHRM It is interspersed with contemporary Indian cases and experience to fall back on to illustrate the different strategies HR has to play as a business partner Issues in employee privacy in case of virtual organizations have been vividly dealt with Gone are the days of the fire fighting role of HR professionals They are required to play a vital role being part of the business strategy not only at the domestic arena but also in the global business Challenges involved in building multicultural organizations cross border merger and acquisition and repatriation and outsourcing are topics that are significant in the local as well as the global human resource management which are discussed extensively The book explains career planning and development and compensation packages in the context of competencies and balanced scorecard When speed and alacrity are demanded of all the employees to stay ahead of competition the employees are required to put in extended hours and work in a stressful environment Hence the new era HR professional has to resort to developmental activities through mentoring coaching counseling stress management and emotional balance The book is divided into five parts Apart from the stories narrated within the text of the book and some exercises there is a separate section of cases at the end of the book to augment the concepts narrated in each part It would not only fully meet the requirements of MBA students but would also give new direction to the practicing HR professionals

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