Strategic Human Resource Management



Strategic Human Resource Development

Mark Steyvers

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Strategic Human Resource Management Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan, 2018 What is strategic HRM and how do you apply it in business What makes good HR strategy and how do you develop it What are the key issues that need to be considered when creating developing and embedding a strategic approach to managing people These are the fundamental questions asked by HR professionals and tackled in this innovative and comprehensive textbook Drawing on the latest academic research the well respected author team take a reliably thematic approach to SHRM Broken into four distinct parts the book addresses the context theories themes and future of managing people strategically Case studies and examples include Tata Motors Samsung Pizza Express and Deliveroo ensuring that theoretical discussion is always linked to practical application New Strategic HRM in Action boxes take this one step further by presenting students with a scenario in which they themselves can make strategic decisions and reflect on their own evaluation of real life business practices Critical thinking is essential in SHRM so frequent Critical Reflection boxes Review Questions and questions accompany every case study ensure students are challenged to engage with the subject critically and reflectively Global case studies and an opening chapter dedicated to the global context of SHRM challenge the dominant Western perspective and provide a rounded and adaptable view of SHRM A user friendly structure and wide range of learning features including learning objectives key concept boxes and summaries ensure the text remains accessible even for those completely new to SHRM ONLINE RESOURCES For Students Glossary Web links For Instructors Additional case studies PowerPoint slides Seminar activities Suggested case study answers Figures from the book **Strategic Human Resource Development** John Walton, 1999 Strategic Human Resource Development looks at the emerging role of human resource development and provides frameworks and guidelines for practitioners students in a range of learning contexts Strategic Human Resource Development Jim Grieves, 2003-02-18 By challenging the reactive prescriptive and formulaic theories of late 20th century change management Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations **Strategic Human Resource Management** and Development, 1e Ekta Sharma, 2018 The book discusses in detail the concepts starting from Strategic Human Resource Acquisition to the development and retention of these assets The book explores how the traditional theories and practices of Human Resource management are responding to emerging technological and organizational realities and touches upon the novel concepts in the field of HR like Work place analytics HR Outsourcing High Performing Work Systems Rich pedagogical features include chapter objectives chapter opening case studies real world examples summary review questions skill development exercises and chapter ending cases Skill development exercises such as student assignments appear at the end of each chapter and allow readers to participate in a real life situation and apply learning from the chapter Industry and Research Insights to help student understand the real time market environment Comprehensive case study at the end of the

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