

The Successful Management of Redundancy

Elaine Lewis Paul Lewis

Successful Management Of Redundancy

Stephen Taylor



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The Successful Management of Redundancy Paul Lewis, 1994-01 This book is a practical guide to the entire area of redundancy management. It will help managers handle redundancies in the most effective way so avoiding industrial and legal challenges. It shows how employers can take a strategic approach to redundancy and how redundancy can be used to improve business performance. The Successful Management of Redundancy pinpoints the sorts of policies which are likely to pave the way for organizational change be acceptable to employees and meet the various legal requirements. It integrates law, good practice and business policy and deals with issues such as the avoidance of redundancy, redundancy procedures including consultation with trade unions, redundancy payments when and how to use voluntary redundancy, selection for redundancy on grounds of business need rather than length of service, the use of redundancy as a means of increasing productivity, redundancy in the context of insolvency, the relationship between redundancy and business transfers, the development of a strategic approach to redundancy. New EC legal requirements are described and conclusions are drawn from a survey of how redundancy is managed in other countries. Practical guidance is given on how to resist an unfair redundancy claim at an industrial tribunal. Finally a checklist for the management of redundancy is included as are certain administrative details.

Resourcing and Talent Management Stephen Taylor, 2014-02-24 Resourcing and Talent Management is the essential companion for the CIPD Level 7 Advanced Resourcing and Talent Management module. Mapped to the CIPD unit, this textbook offers broad and accessible coverage of topics such as employment markets, flexibility, fairness, diversity, human resource planning, recruitment, employer branding, retention and retirement. Dismissals and redundancy are also discussed in depth. This fully updated 6th edition of Resourcing and Talent Management includes more international content and examples, content on technological developments including recruitment and resourcing through social media and increased coverage of ethics and CSR. Its comprehensive scope makes it ideal for those studying any resourcing, talent management or recruitment and selection module. Online supporting resources for lecturers include an instructor's manual, lecture slides and feedback on exercises in the book. Student resources include web links for each chapter. **Gower**

Handbook of People in Project Management Lindsay Scott, 2016-04-22 Modern projects are all about one group of people delivering benefits to others, so it's no surprise that the human element is fundamental to project management. The Gower Handbook of People in Project Management is a complete guide to the human dimensions involved in projects. The book is a unique and rich compilation of over 60 chapters about project management roles and the people who sponsor, manage, deliver work in or are otherwise important to project success. It looks at the people issues that are specific to different sectors of organization: public, private and third sector; the organization of people in projects, both real and virtual; the relationship between people, their roles and the project environment; and the human behaviours and skills associated with working collaboratively. Thus, this comprehensive and innovative handbook discusses all the important topics associated with

employing developing and managing people for successful projects The contributors have been drawn from around the world and include experts ranging from practising managers to academics and advanced researchers The Handbook is divided into six parts which begin with management and project organization and progress through to more advanced and emerging practices It benefits hugely from Lindsay Scott s expert knowledge and experience in this field and from Dennis Lock s contributions and meticulous editing to ensure that the text and illustrations are always lucid and informative Successful Management N. Bain,1995-10-10 This book provides a guide to successful management Managers need to set the right objectives for the company and clear objectives for themselves A general manager must develop new strategies that are relevant to the environment and are based on the core competences of the corporation These strategies will need to yield a long term competitive advantage so that they significantly increase the value of the company over time This book by the Chief Executive of a major multinational company provides many insights and thoughtful consideration of important aspects of successful management Successful Management of Cloud Computing and DevOps Alka Jarvis,Jose Johnson,Prakash Ananad,2022-05-20 The rapid pace of technology often catches organizations unprepared and unable to take advantage of every leading edge benefit Cloud technology allows forward thinking companies to launch products and services rapidly control costs streamline processes and mitigate risks when done correctly This book addresses technological basics as well as practical steps for implementing and fitting the cloud into your overall business strategy which ultimately benefits your bottom line in delivering the best possible product and services to customers quickly Capitalizing on their collective years of experience working in Silicon Valley authors Jarvis Anand and Jose share best practices for adopting the cloud including Calculating cloud usage and crafting a cost management strategy Breaking down the total cost of ownership TCO Optimizing DevOps practices for the cloud Understanding the challenges and risks involved with cloud migration and security Armed with step by step guidance you can generate a plan of action to meet and exceed your cloud management goals

Implementing Best Practices in Human Resources Management Hugh Secord,2003 *Current Good Practices and New Developments in Public Sector Service Management* Commonwealth Secretariat,2002 This is an update to the 1996 portfolio and continues to provide a framework for building and sustaining effective public service organisations based on current good practice and the wide experience of senior public sector managers throughout the Commonwealth The second edition contains much of the original material now up dated together with several new sections The Portfolio update is designed to be used as a companion resource to the Public Service Country Profiles which together can be used as a basis for benchmarking to compare activities and best practices across different national settings Effective People Management Pat Wellington,2011-03-03 It has never been more important to get the right staff for an organization and keep them motivated With the right talent a company can beat the competition and grow their market share Effective People Management gives the reader a robust understanding of all the key activities involved in managing staff and maintaining

high performance including chapters on leadership motivating people team building delegating selection interviewing reward managing change and handling people problems By looking at the various ways that people obtain and use their power Effective People Management explores how to create a leadership presence in a positive way and gives the reader the opportunity to develop their own career development and strategy **Good People, Good Practice** Hilary Haman, Sally Irvine, 2001 This guide to personnel management has case studies to illustrate common problems and dilemmas It clarifies legislation and its application to primary care This edition focuses more on issues of recruitment discrimination and harassment How to Successfully Manage an HVAC Project from Start to Finish Charles Nehme, In today's fast evolving world of building services HVAC Heating Ventilation and Air Conditioning systems play a critical role in ensuring comfort energy efficiency and indoor air quality across residential commercial and industrial spaces Whether you're an engineer contractor project manager or facility owner understanding how to approach an HVAC project methodically can save time reduce costs and avoid costly mistakes This guide was created to serve as a practical roadmap for professionals involved in HVAC projects from the initial concept phase through to final commissioning and handover It brings together over three decades of industry knowledge and field experience to present a structured no nonsense approach to HVAC project execution The steps outlined in this guide reflect real world practices used globally across various building types and climate zones By following this framework readers will gain a clearer understanding of how to align system design with project goals comply with codes coordinate with stakeholders and deliver systems that perform as intended Whether you're managing your first HVAC installation or refining your current project workflow this book aims to be your reliable reference at every stage

Whispering the Secrets of Language: An Psychological Journey through **Successful Management Of Redundancy**

In a digitally-driven world where monitors reign great and quick communication drowns out the subtleties of language, the profound techniques and mental nuances concealed within phrases frequently move unheard. Yet, situated within the pages of **Successful Management Of Redundancy** a charming fictional prize pulsing with raw emotions, lies an extraordinary journey waiting to be undertaken. Written by a skilled wordsmith, this charming opus encourages visitors on an introspective journey, delicately unraveling the veiled truths and profound affect resonating within ab muscles cloth of each and every word. Within the psychological depths of this poignant review, we will embark upon a heartfelt exploration of the book is key subjects, dissect their interesting writing type, and yield to the effective resonance it evokes heavy within the recesses of readers hearts.

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