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managers and students to make informed decisions build highperforming teams and contribute to the success of Canadian organizations FAQs 1 Who is this book for This book is essential for HR professionals managers supervisors students pursuing HR related degrees and anyone involved in managing human capital in Canada 2 What are the main topics covered in the book The book covers a wide range of HR topics including employment law recruitment and selection compensation and benefits employee relations performance management training and development diversity and inclusion and the impact of the digital age on work 3 Is the book relevant to the current Canadian workplace Absolutely The 9th edition features the latest updates on Canadian employment law diversity and inclusion and the changing nature of work in the digital age 4 Is there a digital version of the book available While the availability of a digital version can vary depending on the publisher and retailer its worth checking with your preferred source for digital content 5 How does this book differ from other HR textbooks This book specifically focuses on the unique aspects of HR in Canada offering a comprehensive and practical guide to navigating the Canadian workplace It addresses the legal ethical and practical challenges specific to the Canadian context Remember access to copyrighted materials like textbooks requires proper licensing and authorized distribution channels Its important to respect intellectual property rights and use legal resources 3

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the ninth edition of human resource management gaining a competitive advantage was developed to teach students how to face and meet a variety of challenges within their organizations and how to gain a competitive advantage for their companies this product represents a valuable approach to teaching human resource management for several reasons the content draws from the diverse research teaching and consulting experiences of the four authors who have taught human resource management to undergraduates mba students and experienced managers and professional employees the teamwork approach gives a depth and breadth to the coverage that is not found in other texts the content emphasizes how the hrm function as well as the management of human resources can help companies gain a competitive advantage the content discusses current issues such as social networking talent management diversity and employee engagement all of which have a major impact on business and hrm practice strategic human resource management is introduced early in the book and integrated throughout the text examples of how new technologies are being used to improve the efficiency and effectiveness of hrm practices are presented examples of how companies are evaluating hrm practices to determine their value are discussed

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for three decades this text has been the leading introduction to hrm for students at all levels including those on cipd accredited courses it is renowned for its readable and engaging style making studying more efficient comprehensively covering all major areas of the field this edition has been updated with the issues and debates facing hrm today its key features include case studies that contextualise theory in well known organisations such as rolls royce mcdonald s and the bbc world service integrated activity and discussion boxes to encourage deeper thinking and understanding of each chapter skills content to help develop the specific employability skills necessary for a successful hr practitioner

introducing human resource management is a lively and engaging introduction to the key topics and issues surrounding people management clearly linking hr theory to the work environment this book explores core areas such as hr strategy and planning employee engagement diversity and equality and talent management and development the text combines solid academic underpinning with practical examples to allow you to consolidate your learning and apply it in practice

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this text is an unbound binder ready edition the 11th edition of fundamentals of human resource management helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest the authors provide a strong foundation of essential elements of human resource management as well as a clear understanding of how human resource management links with business strategy through practical applications the authors illustrate the importance of employees on every level of the organization helping students understand hrm elements such as recruitment training motivation retention safety the legal environment and how they support successful business strategies

part 1 foundations of human resource management 1 introduction to human resource management 2 legislative framework impacting human resource management part 2 employment and onboarding 3 talent planning and

recruitment 4 selection 5 socialisation 6 remuneration and reward 7 health safety and wellness part 3 talent management 8 employee development and career management 9 performance management 10 diversity management and retention part 4 organisational behaviour management 11 motivation 12 leadership 13 groups and teams part 5 contemporary issues 14 e hrm and knowledge management 15 change management 16 strategic human resource management 17 international human resource management 18 future of human resource management

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this new edition of managing a global workforce provides balanced and contemporary coverage of human resource management in the international marketplace directed at future general managers and international executives rather than hr specialists it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face

order of authors reversed on previous eds

this contemporary global and engaging textbook covers all the core hrm topics providing a succinct overview it gives you the tools to engage your students in critical thinking and to develop their employability skills rich in pedagogy features like hrm in the global business environment and hrm and organizational performance prepare your students for the modern workplace video interviews offer a practitioner perspective allowing students to relate theory to practice while hrm in the news boxes shine a light on current issues such as lawsuits against ridesharing company uber the second edition of this popular textbook is compulsory reading for hrm courses at both undergraduate and postgraduate level accessibly written but also offering depth and rigour it is appropriate for a wide range of courses new to this edition fully revised and updated learning features including two brand new features hrm and organizational performance and hrm in the global business environment a new chapter on human resource analytics new video interviews including major multinational companies new international content brings in a global perspective

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