

Personnel Management By Edwin Flippo

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the present book provides a comprehensive view on human resource management it would be an ideal textbook for mba m com pgdm and other postgraduate courses beginning with introductory perspectives of hrm and its evolutive aspects the book elucidates in an easily comprehensible manner the concepts of human resource planning job analysis and collection of job data job design recruitment selection and barriers to effective selection psychological testing and interviews placement and induction procedure training and management development techniques and problems associated with performance appraisal career planning promotions transfer and demotions employee compensation incentives benefits and services industrial relations and disputes employee

grievances employee welfare safety and health collective bargaining and global human resource management the book is the first of its kind as it provides learning objectives in the beginning of every chapter numerous exhibits and examples that would help sustain the interest of readers key terms and questions following each chapter a small hr dictionary in the end of the book surely the book will provide a rewarding and refreshing experience to its readers

this book is a rich and comprehensive review of literature of more than 300 books and journals in the field of human resource management this bibliographic survey presents almost all topics and concepts pertaining to the practice of human resource management in organizations along with latest researches and case studies for the benefit of students and readers interested in hrm due to the vastness of subject the book is split into three volumes volume one includes definitions of human resource management human resource planning recruitment motivation at workplace training in organizations job satisfaction and quality of working life employee counseling managing and coping with stress depression among executives personnel records reports and audit balancing work and life issues and organization development change management total quality management organizational behaviour emerging reality for workplace revolution organizational survey research dimensions of data collection and management by objectives employee satisfaction survey volume two presents emotional intelligence stress and health related consequences stress and social resources problem behaviors at work performance management system offers assessment centers psychological tests organizational tests performance appraisal format six sigma a case study on recruitment at cry a case study on recruitment and training procedure at kinetic motor company a case study on training at rallis india and tata chemicals ltd a case study on trainer evaluation a case study of an assessment centre at eserve international a case study of measuring effectiveness of soft skills training at cap gemini ernst and young a case study on reliance group a case study on mentoring programme for workmen at asian paints

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this comprehensive textbook provides students and practitioners with a thorough understanding of strategic human resource management shrm principles theories and best practices the book explores the critical role of hr in driving organizational performance and achieving business objectives

this textbook is part of a two volume exploration of human resources management with an emphasis on organisational success it promises a comprehensive exploration of the multifaceted realm of human resource management hrm and its pivotal role in shaping the triumph of organizations this volume covers the foundational concepts and practical insights comprising five parts namely introduction procurement job analysis and job design training and development and appraisal and audit it comprises total of fifteen chapters in these five parts which focus on hrm facets including strategic hr management human resource policies planning job analysis recruitment selection placement and induction training performance appraisal and so on the second volume continues with advanced topics detailed explorations and practical insights through chapters 16 to 27 delving into wage and salary administration maintenance industrial relations and hrm in 21st century this two volume work ensures that each volume remains comprehensive and cohesive offering a well structured and logical progression of content the two volume textbook addresses contemporary issues in hr and provides strategies and solutions for resolving these problems successfully providing practical insights through case studies caselets hands on experience activities and individual and group activities helping students bridge the gap between theory and practice and teachers deliver lessons more effectively

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