

Human Resource Selection 7th Edition

"I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from reading this volume." Neal M. Ashkanasy, Professor of Management, The University of Queensland Anne-Wil Harzing and Ashly Pinnington 's bestselling textbook has guided thousands of students through their International Human Resource Management studies. The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating journey through the core curriculum, contemporary debates and emerging issues in IHRM. New for the fourth edition: Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity, Corporate Social Responsibility and Sustainability and Cross-Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links, SAGE journal articles and more.

Human resource management is now more important than ever, as organisations grapple with complex economic conditions, rapid technological advancement and a changing social landscape in the twenty-first century. Human Resource Management in Australia provides a clear and accessible introduction to the contexts within which human resource management operates. This book covers all of the key functions of attraction, maintaining, and developing human resources including recruitment and selection, training, development and career management and human resources information systems and HR metrics. It also offers an in-depth examination of contemporary issues essential to the management of human resources. The second edition has been comprehensively updated with the latest legislation and includes contemporary and engaging examples of human resources in practice in Australia. New to this edition Significantly restructured and revised including: New chapter on 'Health, Safety and Employee Wellbeing' Additional coverage of training to chapter 9 'Human Resource Training, Development and Career Management' All chapters have been expanded with more detail and provide greater depth New cases included at the end of each part Oxford Ascend Student Resources to support learning and development Look inside the Human Resource Management in Australia Oxford Ascend student resources:

Over the past decade, management practice has gone through dramatic changes. Workforce diversity, downsizing, reengineering, total quality management, outsourcing, and rediscovering the importance of satisfying the customer, all has a significant impact on Human Resources. The new Sixth Edition of De Cenzo/Robbins' Human Resource Management features a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the application of theory, the Sixth Edition carefully integrates real examples with the most up-to-date information available.

Provides a brief introduction to human resource management. This book focuses on the uses of human resources for the general population. A comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center make course preparation easy. Human Resource Management: Strategy and Practice

Understanding Statistics

Personnel Issues and Needs in Education

People, Data, and Analytics

A Management Approach

This is an accessible source of definitions of words, terms, and phrases that are encountered in the fields of human resource management, personnel, and industrial relations.

With over 20 million people on its payroll, the government continues to be the largest employer in the country. Managing people who do the nation's work is of critical importance to politicians and government leaders as well as citizens. The great recession of 2008 put enormous strains on governments, highlighting the key role personnel play in managing under times of austerity as well as prosperity. A thorough examination of political and historical aspects, Personnel Management in Government: Politics and Process, Seventh Edition provides students with a comprehensive understanding of human resource management within its historical and political context in the public sector. It discusses the development of public sector human resource management, the present status of best practices, and important insights from current scholarship on all three levels of government: federal, state, and local. See What's New in the Seventh Edition: Personnel reforms under the Obama administration Pension developments at state and local levels of government Labor relations reforms at state and local levels, e.g. recent experiences in Michigan, Ohio, and other states making big changes to labor laws and policies Changes to diversity and affirmative action initiatives across the nation Developments in performance outcome initiatives at all levels of government During the 36 years since the publication of the first edition, the authors have addressed issues that were not yet considered mainstream, yet have become so over time. The seventh edition is no different. It examines progress that public personnel professionals are making to address changes in the political, legal, and managerial environment of the current decade. Exploring developments and innovations in the management of people who carry out the government's work, the book introduces students to public sector personnel management.

Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

In this unique volume John Storey has brought together leading authorities to provide comprehensive and

state of the art coverage of the key and emerging issues in HRM appropriate for students at undergraduate and postgraduate levels. The second edition contains fully revised and updated chapters from the original contributors but also covers new themes such as HRM and Ethics, Knowledge Management, Organizational Learning, Culture and Change, and HR in International Joint Ventures. In addition, current debates about the nature and significance of HRM are taken on to new ground. Further coverage includes the link with corporate strategy, the interface with the personnel function, and trade unions and industrial relations. In short - an in-depth and authoritative text.

Applied Psychology in Human Resource Management

Working at the Core of Integrated Human Resources

Recruitment and Selection in Canada

A Research Overview

Organizational Success Through Effective Human Resources Management

Now in its ninth edition, *Human Resource Management in the Hospitality Industry: A Guide to Best Practice*, is fully updated with new legal information, data, statistics and examples. Taking a 'process' approach, it provides the reader with an essential understanding of the purpose, policies and processes concerned with managing an enterprise's workforce within the current business and social environment. Since the eighth edition of this book there have been many important developments in this field and this ninth edition has been completely revised and updated in the following ways: Extensively updated content to reflect recent issues and trends including: labour markets and industry structure, impacts of IT and social media, growth of international multi - unit brands, role of employer branding, talent management, equal opportunities and managing diversity. All explored specifically within the Hospitality Industry The text explores key issues and shows real life applications of HRM in the Hospitality industry and is informed through the authors' research projects within Mitchells & Butler's plc, Pizza Express, Marriott Hotels and Café Rouge. An extended case study drawing from the authors' experience working with Forte and Co., Centre hotels, Choice Hotels and Bass, Price Waterhouse and Grant Thornton Written in a user friendly style and with strong support from the Institute of Hospitality, each chapter includes international examples, bulleted lists, guides to further reading and exercises to test knowledge.

Instructor Resources: PowerPoint slides, chapter overviews, suggested class activities and assignments, and a transition guide to the new edition. Chapter 13 Excel Model for Students (click here for access) *Human Resources in Healthcare: Managing for Success, Fourth Edition*, presents the techniques and practices behind effective management of people--the healthcare profession's most important asset. It provides the concepts and practical tools necessary for meeting the unique challenges in today's healthcare environment. This edition has been thoroughly revised and includes the following new content: An expanded chapter on employment law and employee relations A new chapter on credentialing of healthcare providers A thorough update on staff recruitment, selection, and retention practices An expanded section on performance management, including workplace bullying A new chapter on workforce planning in a rapidly changing healthcare system A new chapter on nurse staffing in healthcare organizations New problem-based learning cases to engage students and expand learning comprehension Updated short cases, discussion questions, and exercises throughout Current challenges, emerging issues, and HRM innovations that managers at all levels must understand and apply to help their organizations succeed in a rapidly changing work environment.

The third edition of *Strategic Human Resources Management In Health Services Organizations* articulates the links that exist among strategy, organizational design and behavior, and human resources management: It not only describes human resources functions within organizations but also provides a model of major organizational components that shape the human resources options available for health services managers. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Human Resource Practice

A Guide for I/O Psychologists and Human Resource Professionals

Human Resource Management

Strategic Human Resources Management in Health Services Organizations

Paradoxes, Processes, and Problems

Human Resource Practice is a practical and accessible guide for students and anyone looking to gain a thorough understanding of HR, and is the definitive text for the CIPD's Level 3 Foundation Certificate in HR Practice. It covers all the core areas of HR including recruitment and selection, performance management, reward and learning and development (L&D) as well as providing students with the broader coverage of the business environment that they need to succeed including topics such as change management, organisational context and the legal background to employment. This fully updated 8th edition of *Human Resource Practice* now includes new discussion of job design, people analytics and employee mental and is fully aligned to the new CIPD foundation syllabus. Reflective practice questions, case studies and explore further boxes throughout encourage students to think critically about the content and understand how it applies in practice in the workplace. Most importantly, this book contains a dedicated chapter on personal effectiveness to ensure that students develop all the skills they need for a successful career in HR such as presentation and communication skills, empathy, resilience and guidance on how to handle difficult conversations. Online resources include an instructor's manual, lecture slides and annotated web links.

Recognizing the inherent tensions and contradictions that result from managing people in

organizations, *Human Resource Management in Public Service: Paradoxes, Processes, and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector. Continuing the award-winning tradition of previous editions, this Sixth Edition helps you to understand complex managerial puzzles and explores the stages of the employment process, including recruitment, selection, training, legal rights and responsibilities, compensation, and appraisal. Grounded in real public service experiences, the book emphasizes hands-on skill building and problem solving. New to the Sixth Edition: Ethics case studies have been added to all the chapters, enabling you to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer you a window into the most current methods used in the recruitment process and provide insight into the job seeker's perspective. New examples from a broad range of local, state, federal, and international settings enable you to apply key concepts to common management issues.

Focusing on personnel administration in education, this text covers fiscal management, curriculum development, physical plant management and employee supervision. It also discusses ethical issues, such as sexual harassment, AIDS in the workplace and rising healthcare costs.

Introduce future and current practitioners to the technical challenges, most recent research and today's most popular selection tools with Gatewood/Feild/Barrick's *HUMAN RESOURCE SELECTION, 7E*. This book's advanced coverage details the development and implementation of effective selection programs within today's organizations. A streamlined, yet thorough, approach and numerous current examples focus on today's most important legal, global and ethical concerns; psychometric measurement concepts; job analysis; predictors of job performance; and criteria measures. A new chapter on HR recruitment and new coverage of staffing versus selection, external versus internal job candidates, and self-presentation beyond the structured interview equips readers for success in HR selection today. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

A Guide to Best Practice

Strategic Job Modeling

Human Resource Selection

Human Resources Administration

Strategic Human Resource Management

This book centers on business decision-making and managerial problem-solving, consistent with today's best practices' Human Resource Management Practice and Research. Real-life cases and a global focus will hold readers' interest as this book imparts valuable information about the dynamic field of human resources.

Expanded coverage of international human resource issues governs this edition of the popular book; it also covers the management of work flows, job analysis, equal opportunity and the legal environment, diversity, recruitment and selection of employees, downsizing and outplacement, performance management and appraisal, workforce training, career development, compensation management, rewards and performance, employee benefits, employee relations, employee rights and discipline, organized labor, and workplace safety and health. The reference resource for human resource directors, managers, and small business owners, as well as others in leadership positions.

Whether your students are HRM majors or general business majors, *Human Resource Management: Functions, Applications, and Skill Development, Third Edition*, will help them build the skills they need to recruit, select, train, and develop talent. Bestselling authors Robert N. Lussier and John R. Hendon explore the important strategic function HR plays in today's organizations. A wide variety of applications, self-assessments, and experiential exercises keep students engaged and help them see the relevancy of HR as they learn skills they can use in their personal and professional lives. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis and illustrate HRM in action. Watch this video on Culture Shock for a preview. Learn more. Interactive eBook Includes access to SAGE Premium Video, multimedia tools, and much more! Save when you bundle the interactive eBook with the new edition. Order using bundle ISBN: 978-1-5443-2106-6. Learn more. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

Now in a thoroughly revised 7th edition, *Public Personnel Management* focuses on the critical issues and common processes in the management of public sector personnel. In keeping with prior editions, the text centers on the core processes within public human resource management: strategic workforce planning, effective recruitment and retention, workforce development, and employee relations. Designed to further address the ways in which expectations for human resource managers have changed and developed in recent years, the 7th edition includes several new features and improvements: Substantially restructured, updated, and additional case studies and student exercises. Coverage of how the field of Public HRM has been influenced by the two most recent national recessions, economic downturns at the state and local level, privatization and contracting trends at all levels of government, the growing presence of millennial employees in the workplace, issues surrounding social media use within the workplace, the evolving goals of social equity and diversity, and the shifting role and influence of labor unions. Discussions of how the growth in information technology capabilities has influenced the major processes within HRM, from workforce analysis

through big data analytics to the explosion in automated recruitment, assessment, and instructional technologies. For the first time, the text includes an online Instructor's Manual, PowerPoint slides, discussion questions, and suggestions for further reading to make it even easier to assign and use this classic text in the classroom. Providing the most up-to-date and thorough overview of the history and practice of public human resource management for both undergraduate and graduate students, **Public Personnel Management, 7e** remains the beloved text it ever was, ideal for introductory courses in **Public Personnel Management, Public Human Resource Management, and Nonprofit Personnel Management.**

The Nelson Series in Human Resources Management is the best source in Canada for reliable, valid, and current knowledge about practices in HRM. **Recruitment and Selection in Canada, Fifth Edition**, is designed to meet the needs of both students and practitioners working in human resources or personnel psychology. It provides an up-to-date review of the current issues and methodologies that are used in recruiting and selecting employees for Canadian organizations.

Human Resource Management in the Hospitality Industry

Armstrong's Handbook of Human Resource Management Practice

International Human Resource Management

Personnel Administration in Education

Essentials of Personnel Assessment and Selection

"This edition of Human Resources Administration brings attention to the major challenges and issues that are shaping public education and human resources administration in the United States during the second decade of the 21st century. (...) [It] represents a major revision of the previous edition."--Preface.

Dowling et al is a rare instance of a textbook that has developed alongside the field - helping to shape what it is today - and remains the market leading IHRM textbook worldwide. The international author team have ensured this edition is even more international than its predecessors, whilst also remaining close to curriculum developments. New edition changes include a streamlined chapter structure and a new chapter on the cultural context of IHRM. The focus on expatriates has been balanced with a stronger global management emphasis throughout. The content also reflects the current economic climate, including greater coverage of turbulence for IHRM and issues of employee separation. There is also expanded coverage of business ethics, outsourcing, emerging markets and small medium enterprises. In addition the new edition includes a wealth of case study material and class discussion material. A fully tailored CourseMate and Instructor's website will also be available to adopters. MARKET:

Dowling et al is a core textbook for "International HRM" modules (IHRM) as taught at intermediate and postgraduate levels on all HRM programmes and the majority of broad-based business programmes. It is also used on some "International Management" modules. This textbook is autopackaged with CourseMate. CourseMate brings course concepts to life with interactive learning, study, and exam preparation tools that support the printed textbook and the textbook-specific website. CourseMate includes an integrated eBook and interactive teaching and learning tools including quizzes, flashcards, videos, and more and an EngagementTracker, a first-of-its-kind tool that monitors student engagement in the course.

The field of Strategic Human Resource Management (SHRM) has burgeoned over the past thirty years. Over this time there has been a shift towards a strategic conception which posited workers as 'assets' rather than 'costs'. These 'human resources' were reconceptualised as a key source of competitive advantage. As such, these assets were to be treated seriously: selected with care, trained and developed, and above all, induced to offer commitment. The concept of 'human capital' came to the fore, and in the decades following these developments, research output has been voluminous. **Strategic Human Resource Management: A Research Overview**, authored by global research leaders, provides an expert summary of this crucial element of organizational performance. This new shortform book develops the argument that one of the crucial elements of organizational performance is the way work is organized in skill and talent packages both within an organization's boundary and across global competency clusters.

Secondly, it focuses on current and emergent challenges. The 'package' of HR approaches has changed over time and patterns can be observed. This new volume pays special regard to the HR implications arising from radically altering contexts - economic, social, and technological. This concise volume covers crucial themes of lasting interest, and as such is essential reading for business scholars and professionals.

This comprehensive text covers the entire field of human resource development, from orientation and skills training, to career and organizational development. It shows how concepts and theory have been put into practice in a variety of organizations. This sixth edition of **HUMAN RESOURCE DEVELOPMENT** reflects the current state of the field, blending real-world practices and up-to-date research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Fundamentals of Human Resource Management

Human Resource Management in Australia

Introducing Human Resource Management

Human Resources in Healthcare

(USE FOR PRACTITIONER/BUSINESS PIECES) In an increasingly knowledge-based economy, a company's success hinges on the quality of its people. People set strategy, make decisions, build relationships, and drive change. Businesses possess a

powerful advantage if their people do their jobs better and faster than the competition. The need for more sophisticated, integrated, and strategically linked human resource applications (e.g., selection systems, training programs, and performance management interventions) is recasting the very role of HR. One of the critical tools in the HR professionals' toolkit that has been used to create these applications is job analysis. However, much of today's job analysis practice has failed to keep up with the evolutionary pace. This book is about a "next generation" job analysis method that involves translating business strategies into work performance and competency requirements, and using this information and data to create an architecture that can be used to support the sophisticated HR applications and enterprise resource planning systems that will be a part of high-performance third millennium organizations. Numerous case studies, applied examples, and project management tips contribute to the practice-oriented design of the book to illustrate a personnel research activity that is essentially an ongoing organizational development intervention. (USE THIS COPY FOR TEXTBOOK PIECES) The business landscape is changing and becoming more complex. Furthermore, human resources is at the vortex of much of what is changing. The need for more sophisticated, integrated, and strategically linked human resource applications (e.g., selection systems, training programs, and performance management interventions) is recasting the very role of HR. One of the critical tools in the HR professionals' toolkit that has been used to create these applications is job analysis. However, much of today's job analysis practice has failed to keep up with the evolutionary pace. This book is about a "next generation" job analysis method that involves translating business strategies into work performance and competency requirements, and using this information and data to create an architecture that can be used to support the sophisticated HR applications and enterprise resource planning systems that will be a part of high-performance third millennium organizations. Numerous case studies, applied examples, and project management tips contribute to the practice-oriented design of the book to illustrate a personnel research activity that is essentially an ongoing organizational development intervention.

This theory-based text with unique features that distinguish it from other books in the field. The inclusion of a strategic component differentiates it from most other books. However, the application of systems theory to recruitment and selection sets this book apart. While it includes mainstream topics such as interviews, job analysis and question

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.

Introduce future and current practitioners to the technical challenges, most recent research and today's most popular selection tools with Barrick/Feild/Gatewood's complete SELECTION IN HUMAN RESOURCE MANAGEMENT, 7E, International Edition.

This book's engaging, focused presentation offers advanced coverage that details the development and implementation of effective selection programs within today's organizations. Students and those already working in selection gain insights from today's latest research and court findings. Memorable, current examples further demonstrate how key selection concepts within this edition translate into success in the actual business environment. This thorough text is streamlined in this edition to focus on today's most important legal, global and ethical concerns; psychometric measurement concepts; job analysis; predictors of job performance; and criteria measures. A new chapter on HR recruitment and new coverage of staffing versus selection, external versus internal job candidates, and self-presentation beyond the structured interview better prepare readers to successfully handle the challenges in HR selection today.

Managing for Success

Fundamentals of Human Resource Management with CD & Powerweb

Human Resource Management in Public Service

Handbook of Strategic Recruitment and Selection

Pearson New International Edition

For upper-level, specialized courses in Human Resources Management or Industrial/Organizational Psychology. Interdisciplinary and research-based in approach, this text integrates psychological theory with tools and methods for dealing with human resource problems in organizations and for making organizations more effective and more satisfying as places to work. It reflects the state of the art in personnel psychology and the dramatic changes that have recently characterized the field, and outlines a forward-looking, progressive model toward which HR specialists should aim.

Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. Armstrong's Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications. Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and tables, toolkits, and a literature review, glossary and bibliography.

In its 9th edition, AHRI-endorsed Human Resource Management continues to provide a strong conceptual and practical framework for students of human resource management. The successful integrative strategic HRM model is retained and the most recent developments in human resource management theories and practices are explored. A multitude of contemporary regional and international examples are integrated throughout, alongside an expanded coverage on ethics and a focus on critical analysis. Thoroughly revised and updated with the latest research findings, this edition incorporates a wealth of new material including: corporate social responsibility, ethics, sustainable management practice, leadership, talent management, industrial relations, and retains its focus on core human resource elements.

Accompanied by online study tools which help to reinforce concepts, apply critical thinking and enhance skills, this 9th edition of Human Resource Management offers the complete learning experience required to succeed in human resource management.

For undergraduate and graduate courses in human resource management. A concise yet thorough review of essential HR management concepts. A Framework for Human Resource Management provides students and practicing managers with a concise yet thorough review of essential HR management concepts – including fundamental practices, methods, topics, and relevant legal findings – in a highly readable and accessible format.

A Systems Approach

Managing Human Resources

Human Resource Development

Cases, Exercises, and Skill Builders

Functions, Applications, and Skill Development

Now in its eighth edition, Human Resource Management in the Hospitality Industry: an introductory guide, is fully updated with new legal information, data, statistics and examples, and includes brand new material on multi unit operations and management. Taking a 'process' approach, it guides the reader through every stage from HR planning through recruitment to termination/separation, covering the following issues: • Selection, appointment and induction • Training and management development • Labour turnover • Employee relations and employment law • Managing people and customer care • Business Ethics *Written in a user friendly style, each chapter includes international examples, bulleted lists, guides to further reading and exercises to test knowledge.*

Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis. Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage, as well as SHRM and TEDTalk videos. Watch a sample on Measuring Training's Effectiveness. Interactive eBook Includes access to SAGE Premium Video, SAGE Business Case Collection, multimedia tools, and much more! Save when you bundle the interactive eBook with the Loose-leaf version. Order using bundle ISBN: 978-1-0718-1340-9. SAGE coursepacks FREE! Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit.

Human Resource Selection Cengage Learning

Human Resources in Healthcare: Managing for Success, Second Edition presents the techniques and practices behind effectively managing people—the healthcare industry's most important asset. It provides the concepts and practical tools necessary for meeting the unique challenge of managing healthcare employees. A comprehensive resource, the book covers fundamental topics such as performance management and employee rights as well as more timely issues such as nurse workload management and managing diversity. This edition includes new information about: • Healthcare workforce planning, nurse staffing, and workload • Managing a diverse workforce and developing diversity programs • Human resources budgeting and productivity analysis • The unionization of physicians and nurses • Strategies for retaining valuable staff *Cases that illustrate key concepts are included, along with exercises that allow readers to apply and practice the information given.*

Contexts and Strategies

A Framework for Human Resource Management

A Dictionary of Human Resource Management

A Critical Text

Applications in Personnel/human Resource Management

Written by Michael Aamodt, this primer is designed to provide I/O psychologists and human resource professionals with a brief guide to understanding the statistics they encounter in journal articles, technical reports and conference papers. Major topics covered include statistics that describe data, statistics that test differences between groups, understanding correlation and regression, meta-analysis, factor analysis, and conducting simple analyses with Microsoft® Excel®.

This second edition provides managers and students the nuts and bolts of assessment processes and selection techniques. With this knowledge, managers learn to make informed personnel decisions based on the results of tests and assessments. The book emphasizes that employee performance predictions require well-formed hypotheses about personal characteristics that may be related to valued behavior at work. It also stresses the need for developing a theory of the attribute one hypothesizes as a predictor—a thought process too often missing from work on selection procedures. Topics such as team-member selection, situational judgment tests, nontraditional tests, individual assessment, and testing for diversity are explored. The book covers both basic and advanced concepts in personnel selection in a straightforward, readable style intended to be used in both undergraduate and graduate courses in Personnel Selection and Assessment.

HUMAN RESOURCE SELECTION 6e, by Gatewood, Feild & Barrick, offers advanced treatment of the technical issues involved in developing and implementing selection programs within organizations. The authors emphasize up-to-date research and applications for those already working in selection and engage with current examples and exhibits. This streamlined text covers legal, global and ethical concerns, psychometric measurement concepts, job analysis, predictors of job performance and criteria measures.

Personnel Management in Government

Politics and Process, Seventh Edition

Public Personnel Management

Selection in Human Resource Management