

# PRINCIPLES OF HUMAN RESOURCE MANAGEMENT

## Product Details

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## Product Description

Introduce your students to all aspects of human resource management as you demonstrate how HR impacts and can empower both individuals and organizations with this market-leading, practical text. Snell/Bohlander's popular PRINCIPLES OF HUMAN RESOURCES MANAGEMENT, 15E, International Edition builds upon a foundation of research and theory with an inviting, practical framework that focuses on today's most critical HR issues and current practices. The book's engaging writing style and strong visual design use more than 500 memorable examples from a variety of real organizations to illustrate key points and connect concepts to current HR practice. Fresh cases throughout this edition spotlight the latest developments and critical trends, while hands-on applications focus on practical tips and suggestions for success. The book's integrated learning system and comprehensive package, including a new Teaching Assistance Manual, provide more resources for effectively teaching human resources. Look to the leader, Snell/Bohlander's PRINCIPLES OF HUMAN RESOURCES MANAGEMENT, 15E, International Edition to help your students develop the competencies to understand and help tomorrow's organizations create a sustainable competitive advantage through people.

## About the Author

**Scott A. Snell** is the E. Thayer Bigelow Professor of Business Administration at Darden School of Business, where he teaches courses in Leadership and Strategic Management. Prior to joining the Darden faculty in 2007, Scott was professor and director of executive education at Cornell University's Center for Advanced Human Resource Studies, and a professor of management in the Smeal College of Business at Pennsylvania State University. Scott's research focuses on strategic human resource management. He was recently listed among the top 150 most-cited scholars in the field of management. He has worked with a number of Fortune 500 companies in the United States and Europe to align investments in talent and strategic capability. Scott is co-author of four books: *Managing Human Resources, Management: Leading and Collaborating in a Competitive World*, *M: Management and Managing People* and *Knowledge in Professional Service Firms*. Scott has served on the boards of: the Society for Human Resource Management Foundation, the Academy of Management's Human Resource Division, the *Human Resource Management Journal*, the *Academy of Management Journal*, and the *Academy of Management Review*.

**George Bohlander** is Professor Emeritus of Management at Arizona State University, where he taught human resources and labor relations classes. He received six outstanding teaching awards, including the Outstanding Undergraduate Teaching Excellence Award presented by the College of Business, and the ASU Parents Association Teaching Award given annually by the university. Dr. Bohlander has published more than 50 articles and monographs in professional and practitioner journals, such as National Productivity Review, HR Magazine, Employee Relations Law Journal, The Journal of Collective Bargaining in the Public Sector, and Labor Law Journal. He is also a consultant to public and private organizations and an active labor arbitrator. He received his M.B.A. from the University of Southern California and his Ph.D. from the University of California at Los Angeles.

Definition of Human Resource Management (HRM) Human Resource Management is the utilization of human resources to achieve organisational objectives. Human Resource Management is designing management systems to ensure that human talent is used effectively and efficiently to accomplish organisational goals. Nature of HRM Human Resource Management is a process of bringing people and organizations together so that the goals of each are met. 2. HRM involves the application of management functions and principles 3. Decisions relating to employees must be integrated. 4. Decisions made must influence the effectiveness of an organisation. 5. HRM functions are not confined to business establishments only. Human Resource Management (HRM) is a collective term for all the formal systems created to help in managing employees and other stakeholders within a. Principles of Human Resource Management. The HR department has transformed significantly from the task-oriented nature of administration it used to be in the 1980s. It is now viewed as a strategy-focused extension of every firm. The HR department thrives on specific principles, as highlighted below: 1. Commitment. One aspect that the HR department tries to deal with is job security. To guarantee job security, many employees know that they need to show commitment to the company and their job duties.

Human Resource Management (HRM) is the term used to describe formal systems devised for the management of people within an organization. The responsibilities of a human resource manager fall into three major areas: staffing, employee compensation and benefits, and defining/designing work. Essentially, the purpose of HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees. This mandate is unlikely to change in any fundamental way, despite the ever-increasing pace of change in the business world. Perhaps the paramount principle is a simple recognition that human resources are the most important assets of an organization; a business cannot be successful without effectively managing this resource. Human Resource Management is an organizational function which concentrates on staffing/recruiting, managing and directing the people who work for a company. Human Resource (HR) Department deals with issues related to employee benefits, compensation, performance and reward management, wellness, safety, organizational development, employee relations, and motivation, etc. HRD plays a significant and strategic role in managing people as well as workplace culture. The following can also be considered as the principles of Human Resource Management: Principle of Individual Development – To offer an equal opportunity to every employee so as to realize his/her potential and capability. This subject/course is designed to teach the basic principles of Human Resource Management (HRM) to diverse audience/students, including those who are studying this as a supporting subject for their bachelor degree program. This course is designed to provide you the foundations of HRM whether you intend to work in HRM or not, most of these elements will affect you at some point in your career.



and activities of human resources. A human resource manager is normally vested with the authority and responsibility to manage the workforce. It is essential for the human resources to define and design their work. This involves determination of the skills and requirements needed for a certain job position and anticipate the hiring levels of future. In other words, principles need to be implemented by the human resources department. When selection of human resources takes place, the hiring authorities take into consideration their educational qualifications, experience and personality traits. They need to ensure that they select and recruit human resources, which may be able to carry out their job duties effectively. There, Human Resource Management (HRM) is the term used to describe formal systems devised for the management of people within an organization. The responsibilities of a human resource manager fall into three major areas: staffing, employee compensation and benefits, and defining/designing work. Essentially, the purpose of HRM is to maximize the productivity of an organization by optimizing the effectiveness of its employees. Business consultants note that modern human resource management is guided by several overriding principles. Perhaps the paramount principle is a simple recognition that human resources are the most important assets of an organization; a business cannot be successful without effectively managing this resource. Human Resource Management (HRM) is a collective term for all the formal systems created to help in managing employees and other stakeholders within a. Principles of Human Resource Management. The HR department has transformed significantly from the task-oriented nature of administration it used to be in the 1980s. It is now viewed as a strategy-focused extension of every firm. The HR department thrives on specific principles, as highlighted below: 1. Commitment. One aspect that the HR department tries to deal with is job security. To guarantee job security, many employees know that they need to show commitment to the company and their job duties.