



## Human Resource Management in Hospitality

By Malay Biswas

OUP India. Paperback. Book Condition: new. BRAND NEW, Human Resource Management in Hospitality, Malay Biswas, Human Resource Management in Hospitality is a comprehensive textbook, designed especially for students of hotel management programmes. It explores the core concepts of human resource management (HRM) and uses numerous industry-related examples and case studies to explain them. Beginning with an introduction to HRM, the book goes on to explore relevant theoretical concepts like manpower planning, recruitment, training and development. It then elaborates on employee motivation, performance appraisal, compensation and benefit management, and job satisfaction. It then throws light on organizational culture, conflict management and collective bargaining, Indian labour laws in hospitality, and disciplinary action. The book concludes by looking at contemporary issues such as HR information system (HRIS), and international HRM. With its practice-oriented approach, the book will be equally useful to HR professionals in the hospitality industry.

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Strategic human resource management is oriented in creating decisions regarding the important works of the employees regarding the business strategies. Strategic human resource management, in general, denotes to the hopes of an organization in achieving objectives through its employees. According to Schuler & E. Jackson, the rapidly changing business landscapes in the hotel and hospitality business denote that there are many challenges in the human resource management that will have a continuous evolution in future (Schuler & E. Jackson, 2014). The human resources management team really needs to develop business value to the organizations, in this context business values are needed to be added to the hotels. For these reasons, Human Resources Management in the Hospitality Industry remains a vital text for all who aspire to a leadership role within the sector. As the industry's professional body, the Institute of Hospitality's prime objects are: the promotion of best practice and the advancement of education in hospitality management. This is why I am delighted to see these twin missions so amply supported in this latest edition, and the authors are to be congratulated on maintaining the freshness, relevance and breadth of coverage in a book that should be a key component in the skills armoury of a KEYWORDS Hospitality curriculum, hospitality human resources, hospitality organizational management, curriculum development. As a major contributor to and a key component of the U.S. and world economy, the hospitality industry continues to increase in complexity and sophistication. Logic would imply that graduates of hospitality programs will need to acquire a set of skills, abilities, and knowledge that corresponds to this increase in order to ensure their long-term success. Thus, it is necessary for hospitality programs to periodically review the relevance of their curriculum and closely ev