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Essentials of Human Resource Management and Industrial Relations
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The book presents the fundamentals of Human Resource Management in a simple, lucid and easily understandable style. It provides a comprehensive coverage to a vast, growing discipline well supported by a wealth of research data collected

from multifarious sources, potently and carefully. A notable feature of the book is that it gives extensive coverage to HRD topics. The book contains a number of informative tables, summary boxes and useful diagrams. It is also

liberally sprinkled with current examples and illustrations designed to convey the information in an uncomplicated manner. The book is primarily meant for students pursuing advanced courses in Human Resource Management such as MBA, PGDBA, M Com and IAS. Some of the changes in the Second Edition are summarized below: v A refined version of SHRM v Total quality HRM approach v Summarised versions of best employers in India

especially their recruitment, selection, training and executive development practices v Succession planning and succession management enriched with live corporate examples v 360-degree feedback system, essentials of an effective appraisal system, potential appraisal v How leading Indian companies appraise potential v Latest data regarding union membership; union recognition, criteria and rights, voluntary recognition and the code of discipline, verification

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activities, etc., have been brought under one roof, i.e., at the end of each chapter 9 New Cases: The case of the risky recruit, the case of bench management, the case of TQM and innovation, compensation crises, incentive issues, the case of variable pay, the case of involuntary VRS, the case of mentoring management and the case of the hushed relationship

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Grants Commission ('UGC') & University of Delhi recommended, comprehensive & authentic textbook. It includes new topics, case studies, corporate examples and research inputs that would help the readers have a firm grip on the discipline and apply the same intelligently when they enter the corporate world. This book aims to fulfil the requirement of the following students of undergraduate courses in commerce and management: • B Com.

(Hons.) | Paper DSC – 2.3 under the UGCF Programme as per the New Education Policy • B Com. | Paper DSC – 2.3 under the UGCF Programme as per the NEP • Non-Collegiate Women's Education Board (NCWEB) • School of Open Learning of the University of Delhi (SOL) • Various Central Universities throughout India The Present Publication is the 3rd Edition, authored by V.S.P. Rao, with the following noteworthy features: • [Innovative Presentation] Each

chapter in this book tries to strike a delicate balance between concept and practice, which is liberally sprinkled with live cases, corporate insights and episodes • [Contemporary and Research-based Text] The book aims to deliver a rich fund of contemporary knowledge, time-tested principles, basic concepts, emerging ideas, evolving theories, latest techniques and fast-changing procedures & practices in a comprehensive manner • [Simple & Easy to Understand Format] The

subject matter is presented in a simple, systematic method along with a comprehensive explanation of the concept and theories underlying human resource management • [Latest Thinking in the Field] Contemporary examples from renowned journals, newspapers and magazines have been extensively put to use to convey the excitement and dynamism of the discipline • [Information & Data from Global Websites] have been sourced in support of

theoretical arguments proposed in the book • [Study Aids] Various figures, exhibits, charts, tables and exercises have been used to explain the topic(s) in an uncomplicated manner • [Chapter Outline] Each chapter in this book begins with a clear statement of what lies ahead along with a clear road map, which enables a student to undertake the intellectual journey in a relatively easy and comfortable manner • [Chapter Summary] A summary of each chapter

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examination needs of students in the backdrop • [Student-Oriented Book] This book has been developed keeping in mind the following factors: o Interaction of the author/teacher with their students in the classroom o Shaped by the author/teacher's experience of teaching the subject matter at different levels o Reactions and responses of students have also been incorporated at different places in the book • [New Topics] included in this book are

as follows: o Artificial Intelligence & HR o The Future of Work Trends (Gartner Survey) o Wage Policy in India o Outsourcing & Human Resource Outsourcing o Ethical Issues in HRM o Employee Surveillance o Employee Privacy o Job Market Trends and Challenges (w.e.f. Study 2023) o Labour Reforms in India, 2020 o Work from Home Policy | The Right Way The detailed contents of the book are as follows: • Introduction to Human Resource Management o HRM |

Concept, Functions, Roles & Competencies o HR Policies & Evolution of HRM o Emerging Challenges & Work Force Diversity o Empowerment, Downsizing Work-Life Balance & VRS • Procurement of Human Resources o Job Analysis o Human Resource Planning (HRP) o Recruitment o Selection o Placement, Induction, Socialization & Retention • Upgrading Employees | Training & Development o Training o Training & Development Methods • Performance Appraisal & Compensation

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been inserted TARGET AUDIENCE Students of Management, Commerce, Personnel Management and Industrial Relations and related fields
Fundamentals of Human Resource Management Routledge
 In today's era of International business, International Human Resource Management (IHRM) is emerging as a crucial factor since organizations are run by people. What is interesting in this phenomenon is, not only that there are differences

in people across the countries, but even within a country or regions within it. This complex socio-cultural and psychological fabric coupled with historical, geographic, economic and political factors, creates certain boundary conditions and makes IHRM a very complex process. The intention of this book is to portray the various factors that are connected with managing Human Resources in International Business. Since the two are inseparable, any

organization aspiring to participate as a player in international business must develop the knowledge, skills and acumen to perceive the subtle nuances that govern the rules of game. IHRM as a discipline cuts across all other business operations in the international context and plays a vital role in the success or failure of a business venture since, businesses are essentially driven by people. In the light of the above, this book has sought to address some of the

issues that relate to IHRM, which need to be logically understood by any keen observer of international business, today. The approach of this book has been to detail IHRM both, in terms of a function, as well as a process and the factors or key elements that are attached to them. To make this book reader-friendly, chapter highlights have been added at the beginning of each chapter to facilitate the reader to identify the broader areas that may be learnt from a particular chapter. Each chapter

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