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A Safe and Healthy Work Environment VII. Staffing : -- 4. The book provides helpful insights for those who aspire to management positions. Responsibility: R. Indirect Financial Compensation (Employee Benefits) -- Part V. Document Type: Book All Authors / Contributors: R Wayne Mondy; Joseph J Martocchio Find more information about: R Wayne Mondy; Joseph J Martocchio ISBN: 9780133848809 0133848809 OCLC Number: 882464142 Notes: Includes index. Description: xxii, 410 pages : illustrations ; 28 cm Contents: Part I. Compensation : -- 9. NEW! End-of-chapter exercises provide in-depth, thought-provoking questions to the material covered in the text. Internal Employee Relations VIII. 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The new edition reflects many recent changes in the industry, across the country, and around the globe, including the 2012 national elections, continuing economic uncertainty, technological changes including an increase in mobile recruiting and learning, and the integral role that social media tools such as wikis, blogs, LinkedIn, Facebook, and Twitter now play in the field of HR. ETHICAL, SOCIAL, AND LEGAL CONSIDERATIONS 2. Equal Employment Opportunity, Affirmative Action, and Workforce Diversity -- Part II. Chapter 6: Recruitment and Selection with LinkedIn; Video Interview; Background Investigation with Social Networking; Situational Interview; Biometrics for HR?; Integrity tests; Employment Eligibility Verification (I-9); and Leadership Styles in the Global Environment. "Human Resource Management addresses the study of HR in a realistic, practical, and stimulating manner. Strategic Planning, Human Resource Planning, and Job Analysis -- 5. Job Analysis, Strategic Planning, and Human Resource Planning 5. Chapter 13: Worker Retention: Keeping Your Top Performers; Emotional Intelligence Needed in Disciplinary Action; and Administering Disciplinary Action in the Global Environment. Selection -- Part III. Human Resource Management: An Overview -- 2. Social media topics are examined prominently throughout the text. Students should walk away with an appreciation for how the HR profession continues to shed its administrative image and while focusing on mission-oriented activities"--Publisher's website. Directed primarily toward undergraduate business or management majors, this text also provides practical content to current and aspiring industry professionals. Chapter 2: Pay for Whistleblowing; Corporate Sustainability; Not Everyone Is on Board with Corporate Social Responsibility; Can Corporate Social Responsibility Succeed in the Global Environment?; and Creating an Ethical Culture. Employee Safety, Health, and Wellness -- Part VI. Chapter-by-Chapter Changes: Chapter 1: Mobile HR: Is the Cloud the Limit?; Human Resource Management in Small Businesses; Recruitment Process Outsourcing; Employer Branding and Corporate Culture; Country Culture as a Possible Barrier to Global Business; and Corporate Culture as a Major Internal Environment; Factor. STAFFING 4. Instant Access ISBNs are for individuals purchasing with credit cards or PayPal. Performance Management and Appraisal -- 8. Chapter 12: Project Labor Agreements (PLA); Workplace Bullying; Revisiting the National Labor Relations Board; The Two-Tier Wage System Returns; and Labor Unrest in China. I. INTRODUCTION 1. Recruitment 6. For undergraduate courses in Human Resources Management. The most student accessible HRM text on the market! 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Chapter 7: Mobile Learning; Informal Training through Social Networking; Shortage of Skilled Workers; Training Games; Executive Onboarding for External Hires; and Global Meetings through Telepresence. Martocchio. Chapter 5: Social Media Recruiting; Reshoring, Jobs, and Will Temporary Workers Replace Full-time Employees? Wayne Mondy, Joseph J. Small Business and HR provides an additional focus for the 13th edition. Performance Management and Training : -- 7. Performance Management and Appraisal V. Direct Financial Compensation 10. Chapter 10: Unique Employee Benefits; Social Networking and Wellness; Results-Only Work Environment (ROWE); Domestic Partner Benefits; Smoke-free Workplaces and the Patient Protection and Affordable Care Act; and Global Customized Benefits. Internal Employee Relations -- 13. OPERATING IN A GLOBAL ENVIRONMENT 14. Setting the Stage : -- 1. Examples of how HR management is practiced in the real world and the relationship between various HR topics are interwoven throughout the text, giving students a thorough introduction to the field based on sound theoretical concepts and practice. Connect with us to learn more. The impact of corporate culture on many of the HR activities is reflected throughout the text. Chapter 3: Lesbian, Gay, Bisexual, and Transgender Employees as a Protected Class?; Employee Retaliation; HR Laws and Executive Orders Affecting Small Businesses; Avoiding EEO Litigation; Global Sexual Harassment; Baby Boomers, Gen X, Gen Y, and Gen Z; and the Vietnam Era Veterans Readjustment Act of 1974, as amended. Strategic Human Resource Management: An Overview II. You can download the paper by clicking the button above. Loading Preview Sorry, preview is currently unavailable. Workforce Diversity, Equal Employment Opportunity, and Affirmative Action III. 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Chapter 4: Outsourcing and Offshoring; Onshoring; Disaster Planning; From Natural Calamities to Human-made Crises; Small Business Succession Planning; Layoff Alternatives; and Global Talent Management. Savvas Learning Company is a trademark of Savvas Learning Company LLC. There is no greater asset to a company than its employees--which is why Human Resource Management shows readers how to maximize a firm's potential through identifying and keeping an ideal workforce. The Fourteenth Edition reveals HR's strategic importance to management and the overall health of an organization. Training and Development -- Part IV. HUMAN RESOURCE DEVELOPMENT 7. Operating in a Global Environment : -- 14.

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