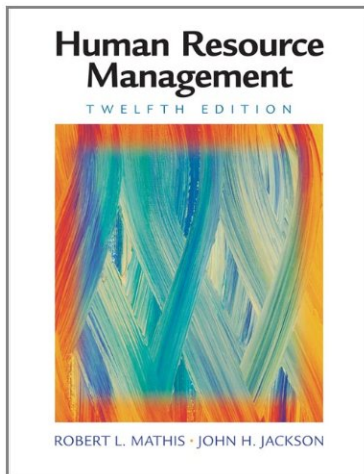


[PDF] Human Resource Management

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**Books Details:**

Title: Human Resource Management
Author: Robert L. Mathis, John H. Ja
Released: 2007-09-11
Language:
Pages: 624
ISBN: 0324542755
ISBN13: 978-0324542752
ASIN: 0324542755

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Description:

About the Author Dr. Robert L. Mathis is Professor Emeritus of Management at the University of Nebraska at Omaha (UNO). Born and raised in Texas, he received a B.B.A. and M.B.A. from Texas Tech University and a Ph.D. in Management and Organization from the University of Colorado. At UNO he has received the University's "Excellence in Teaching" award. Dr. Mathis has co-authored several books and published numerous articles covering a variety of topics during his career. Dr. Mathis also has held national offices in the Society for Human Resource Management (SHRM) and served as President of the Human Resource Certification Institute (HRCI). He also is certified as a Senior Professional in Human Resources (SPHR) by HRCI. He has had extensive consulting experiences with organizations of all sizes and in a variety of areas. Firms assisted have been in the telecommunications, telemarketing, financial,

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Dr. John H. Jackson is Professor of Management at the University of Wyoming. Born in Alaska, he received his BBA and MBA from Texas Tech University. He worked in the telecommunications industry in human resources management for several years before completing his PhD in Management and Organization at the University of Colorado. During his academic career, Dr. Jackson has authored six other college texts and more than 50 articles and papers, including those appearing in ACADEMY OF MANAGEMENT REVIEW, JOURNAL OF MANAGEMENT, HUMAN RESOURCE MANAGEMENT, and HUMAN RESOURCES PLANNING. He has consulted with a variety of organizations on HR and management development matters and served as an expert witness in a number of HR-related cases. At the University of Wyoming, he has served four terms as department head in the Department of Management and Marketing. Dr. Jackson received the university's highest teaching award and has been recognized for his work with two-way interactive television for MBA students. Two Wyoming governors have appointed him to the Wyoming Business Council and the Workforce Development Council. Dr. Jackson serves as president of Silverwood Ranches, Inc.

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Human Resource Management is central to any organization, and it's about far more than just hiring and firing employees. In forward-thinking companies today, Human Resource Management focuses on the recruitment, direction, and management of human assets, and making strategic plans for the future. Strong Human Resource Management nurtures human talent so employees can become even more valuable to the business. Human Resource Management - What is HRM? - Definitions - Functions - Objectives - Importance - Evolution of HRM from Personnel management. Human Resource Management Model. Human resource outsourcing. Human Resource Planning. Human Resource Planning at Different Levels. Human Resources Information System and SAP. Importance of IR. Human resource management (HRM), also called personnel management, consists of all the activities undertaken by an enterprise to ensure the effective utilization of employees toward the attainment of individual, group, and organizational goals. An organization's HRM function focuses on the people side of management. It consists of practices that help the organization to deal effectively with its people during the various phases of the employment cycle, including pre-hire, staffing, and post-hire. Human resource management (HRM or HR) is the strategic approach to the effective management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems. HR departments are responsible for overseeing employee-benefits design