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# Human Resource Management

- Proven methods for recruiting and retaining the best employees
- Authoritative guidance on getting the most out of your employees
- Simple explanations of laws you need to know



Arthur R. Pell, Ph.D.

# **Idiots Guide To Human Resource**

**Ensheng Dong** 

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**Productivity in Ethiopia** Dirk J. van Wasbeek, 2004-09-24 This dissertation examines how human resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations For this reason Ethiopia's culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia s for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments The Complete Idiot's Guide to Consulting Robert Bacal, 2002 Provides advice on starting a consulting business covering such topics as ethics data gathering multiple income stream strategy professionalism marketing and fee structures The Complete Idiot's Guide to Performance **Appraisals** Adele Margrave, Robert Gorden, 2000-12-01 Covers the performance review from goal setting to evaluation with examples of forms and techniques provides advice for effective communication and includes legal tips Strategic Approach to Human Resource Management Tapomoy Deb, 2006 The Present Book Is The Most Authentic Presentation Of Contemporary Concept Tools And Application Of Human Resource Management All The Latest Developments In The Arena Have Been Incorporated It Remarkably Differs From The Books On The Subject Written In A Conventional Manner As It Does Not Attempt To Rediscover Personnel Management Under The Garb Of Human Resource Management A Separate Chapter On Strategic Human Resource Management Is The Uniqueness Of This Book Attempt Has Been Made To Provide For The Ambitious Students And The Inquisitive Scholars A Comfortable Genuine And Firm Grasp Of Key Concepts For Practical Application Of Human Resource Management Techniques In Actual Business Organisations Review Questions Have Been

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an understanding of the current problems in the area that require pragmatic research and realistic solutions Using a blend of diverse concepts theories tools and techniques the book discusses contemporary practices of HRM and the challenges related to acquiring and training people human resource development compensation and reward employee relations technological changes HR records audit research and more Supported by the authors rich experience of over five decades in academics as well as in the corporate sector and case studies the book will enhance conceptual understanding of HRM throw light on recent developments in this subject area and offer management strategies for problems and challenges related to human resources This book will be an essential textbook for students professionals corporate trainers and researchers of business studies management studies marketing human resource management resource management work and organisational psychology human resource development risk management economics and finance The Complete Idiot's Guide to **Team Building** Arthur Pell,1999-11-01 Team building remains a key component to a successful work environment With The Complete Idiot's Guide to Team Building learn Quick and easy guidance on making America's newest way of working for your team Idiot proof steps for creating a team and getting the most out of it Down to earth advice on training delegating communicating setting goals and more Dr Pell has written a delightfully entertaining how to manual that is not only a prime training tool for new team leaders but a reference guide for all managers regardless of their level of proficiency and experience this book is a must read Franklin C Ashby Ph D president of Manchester Training The Complete Idiot's Guide to Discovering Your Perfect Career Rene Carew, 2005 Explains how to trade in an unsatisfactory job for a fulfilling career by providing a series of self assessment tests designed to answer key questions about one s talents values interests personality and goals as well as helpful advice on how to make a smooth career transition and how to land the perfect job The Complete Idiot's Guide to Journalism Christopher K. Passante, 2007-09-04 Breaking news This is opportunity Original like having I school in a book In recent years news reporting has dramatically changed While the basic who what when where and why of journalism is still relevant aspiring journalists are now asking how The 21st century of blogs instant internet access and 24 hour news shows with minute by minute updates has made reporting a whole new and very competitive business Here a newspaper veteran answers every question about the new world of journalism and explores every possibility for success Covers TV radio magazine newspaper e zine podcast and internet reporting Includes a resource list of media outlets schools and university programs Explores different angles for approaching hard news entertainment weather or sports

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