

Human Resource Management Schwind

Canadian Human Resource Management /cHermann Schwind, Krista Uggerslev, Terry Wagar
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the core resources and capabilities of any nonprofit organization lie in their human capital their knowledge skills and behaviors are critical to the achievement of the organization s mission and performance thus effective management of this key resource is integral to the nonprofit organization s success this book focuses on the unique characteristics challenges and contribution of human resource management to the strategic objectives of the nonprofit it explores contemporary issues that place the management of people at the intersection between the mission strategy and performance of the organization the book uses the latest theory to build models that explain the determinants and dimensions of strategic hrm within the nonprofit sector examines the core hrm functions in the context of the nonprofit sector to provide insight into how nonprofits can optimize hrm contributions to performance provides a step by step process to develop implement and manage hr practices that are aligned with the strategy of the nonprofit organization demonstrates how to integrate volunteer management into strategic hrm using examples from around the world as well as cases to facilitate learning this book is ideal for students and professionals interested in strategic human resource management and nonprofit management

seven moralities of human resource management analyses morality of hrm from the perspective of american psychologist laurence kohlberg this book examines and makes value judgements on whether or not hrm is moral from the viewpoint of kohlberg s seven stages of morality as a follow up study of the author s 2012 book seven management moralities

in today s fast paced business environment organizations face increasingly complex ethical challenges from navigating cultural differences in global operations to balancing profit motives with social responsibility businesses must make moral decisions that impact their stakeholders and the broader society however many need more frameworks and insights to address these challenges effectively leading to ethical dilemmas that can harm their reputation and bottom line ethical quandaries in business practices exploring morality and social responsibility is a practical guide for organizations and individuals grappling with ethical decision making delving into real world case studies and offering theoretical perspectives equips readers with the tools to analyze ethical challenges in various business contexts from understanding the ethical implications of marketing strategies to promoting ethical leadership and corporate governance this book offers actionable insights to help businesses navigate complex ethical landscapes it also addresses the growing demand from consumers investors and regulators for enterprises to prioritize social responsibility providing strategies for integrating ethical practices into

organizational culture

the introduction summarizes and locates the major waves of change the authors then document each trend in relation to eighteen thematic groups that include age community women labour management stratification social relations the state mobilizing institutions social forces ideologies households lifestyle leisure education integration and attitudes and values

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