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Human Resource Management Practices in Selected Ethiopian Private Companies: A Study to Increase Employee 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

Human Resource Management Gary Dessler, 2000

South African Human Resource Management for the Public Sector Barney Erasmus, 2005 This report discusses important themes in the field of human resource management for the public sector including managing employee relations strategizing and planning human resources departments and selecting employees within the equal employment opportunity guidelines Current legislation of the field is discussed and new theories on local and international applied research are explored

Human Resource Management Raj Kumar, 2010-12 Human Resource Management Strategic Analysis Text and Cases has

been designed to provide the comprehensive knowledge about the subject The book combines the operational as well as the strategic aspects of HRM It presents detailed coverage of the principles and concepts of HRM including its strategic aspects The text provides logical and analytical application of the concepts The strategic analysis involves integrative approach of HRM with strategic management Case studies have been given at the end of each chapter to make subject more practical and analytical Salient Features of the book Covers all relevant topics of HRM Integrates operational HRM with strategic management Inspires managerial actions to successfully deal with the challenges and emerging trends in HRM Provides holistic view of global HRM Simple and readers friendly language Invaluable text for the students of MBA M Com and other post graduate students who are specializing in HRM Useful guide for HR professionals and executives of corporate section

The Personnel Management Function United States Civil Service Commission. Library,1977 A Guide to Hospital Administration and Planning Dinesh Bhatia,Prabhat Kumar Chaudhari,Bhupinder Chaudhary,Sushman Sharma,Kunaal Dhingra,2023-01-04 This book is a compilation of work by experts from the different domains of the healthcare industry ranging from hospital planning to quality management clinical services to disaster management Healthcare organizations being diverse sensitive and intricate warrant thorough and flawless planning The structure should be not only operationally efficient but also safe for its occupants and visitors It starts with a brief introduction of the healthcare sector at different levels It also attempts to justify how the changing healthcare landscape paved the way for establishing a contemporary and ever evolving specialty of Hospital planning and designing which is dynamic and frequently requires continuous improvements and updates Clinical and non clinical departments have been separately classified in this book and their respective standards and guidelines have been incorporated while describing the planning concepts Critical areas of a hospital such as ICU CCU have been detailed precisely as the operational requirements and level of different sophistication required A chapter on security aspects and disaster management has also been thoroughly envisioned based on the current scenario at the global level Issues and management of Hospital Acquired Infection are explained in different chapters based on its relevance and application in that particular area The Routledge Companion to Strategic Human Resource Management John Storey,Patrick M. Wright,David Ulrich,2009 The Routledge Companion to Strategic Human Resource Management is a prestige reference work offering a comprehensive and authoritative overview of the field It surveys the state of the discipline and introduces and makes sense of new cutting edge themes Research Anthology on Human Resource Practices for the Modern Workforce Management Association, Information Resources,2021-12-30 Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers diversity initiatives and global health and economic crises There is a necessity for human resource departments to change as well to adapt to new societal perspectives technology and business practices It is important for human resource managers to keep up to date with all emerging human resource practices in order to support

successful and productive organizations The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted Covering topics such as machine learning organizational culture and social entrepreneurship this book is an excellent resource for human resource employees managers CEOs employees business students and professors researchers and academicians

Human Resource Management R. C. Sharma,Nipun Sharma,2024-09-30 This textbook introduces readers to an array of concepts and current practices of human resource management HRM It provides 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

Human Resources Management In Education Austin Ezenne,2012-12-01 This book Human Resources Management in Education Developing Countries Perspectives contains eleven chapters Human resources in an educational organisation refer to all the human beings working in that organisation including teachers students administrators and all other members of staff working in that organisation The study of human resources management in education will provide you with a theoretical and practical knowledge about the processes of acquiring employees establishing good relationships with them training and developing them retaining and compensating them for their services are important because effective school leadership and management have become very crucial in recent times in the management of educational organisations Numerous problems are facing many school systems in developing countries today and human financial and material resources are scarce and therefore strategic management of all resources is crucial for achieving the goals of the educational systems and the school organisations

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Consulting Psychology Rodney L. Lowman, California School of Organizational Studies at Alliant International University, 2015-06-10 Discover a wealth of issues in the field of consulting psychology with this landmark book. Explore key topics in assessment and evaluation, building teams, executive coaching, career counseling, interpersonal conflicts, and relationships, benefit design, personality testing, and much more. Learn to delineate and better understand the wide array of information you are faced with and become more adept and knowledgeable in the field of consulting psychology. This comprehensive volume has expert contributors recruited by the volume's editor himself, an eminent educator and practitioner in the field. You will get Special issues in consulting to specific types of organizations including industry, schools, government, non-profit, and international. Informative guidelines for professional practice procedures. Organized sections on individual, group, and organizational issues. And much more.

The HRD Almanac Dr. Vidhya Srinivasan, 2016-12-26 The thinking on Human Resource Development (HRD) practices has been evidenced for the last one and a half decades. However, the pace and volume of change has forced HR managers to meet complex challenges like globalization, a diverse workforce, and informed expectations for training, learning, and development. Both organizations and employees benefit from HRD interventions because an organization's success critically depends on the levels of employee skills and motivation. The HRD Almanac looks at 4 broad focus areas of HR practices that are Strategy-centric, Organizational alignment-related, Employee Empowerment-focused, and the Learning, Training, and Development angle. The author weaves together 25 detailed chapters spanning the gamut of the HRD function. The writing is aligned on a uniform pattern providing answers to the What, consisting of Definitions and Descriptions of the theme; Why, consisting of Concept Clarifications; Where, the role of the Human Resources department; and How, an authentication of data obtained through a pilot study on HR practitioners across industry sectors. The HRD Almanac is a factual compendium of literature, concepts, organizational experiences, and perceptions on some of the most important HRD efforts and will serve as an appropriate and excellent handbook for young and potential HR functionaries.

Theoretical and Methodological Approaches to Social Sciences and Knowledge Management Asunción Lopez-Varela Azcárate, 2012-08-16 This is a unique and groundbreaking collection of questions and answers coming from higher education institutions on diverse fields and across a wide spectrum of countries and cultures. It creates routes for further innovation, collaboration, amidst the Sciences, both Natural and Social, the Humanities, and the private and public sectors of society. The chapters speak across sociocultural concerns, education, welfare, and artistic sectors under the common desire for direct responses in more effective ways by means of interaction across societal structures.

Human Resource Management, 10th Edition Raymond J. Stone, Anne Cox, Mihajla Gavin, 2020-12-14 The new edition of Raymond Stone's Human Resource Management is an AHRI-endorsed title that has evolved into a modern, relevant, and practical resource for first-year HRM students. This concise 14-chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in

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