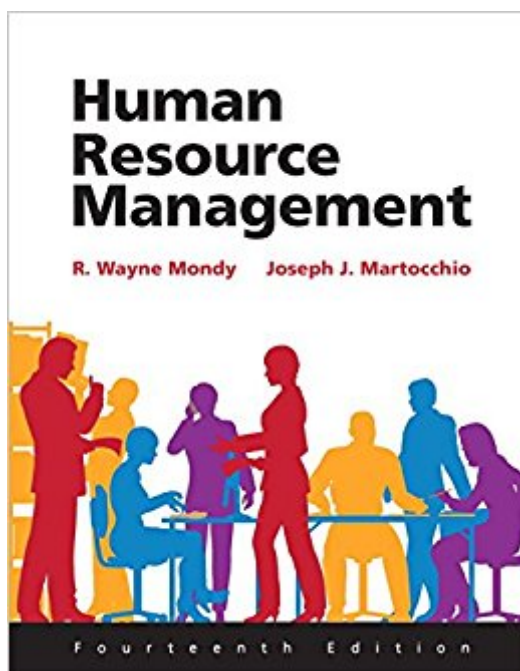


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Human Resource Management (14th Edition)



Synopsis

NOTE: You are purchasing a standalone product; MyManagementLab® does not come packaged with this content. If you would like to purchase both the physical text and MyManagementLab search for 0133972992 / 9780133972993 Human Resource Management Plus MyManagementLab with Pearson eText -- Access Card Package, 14/e Package consists of: 0133848809/9780133848809 Human Resource Management, 14/e 013386622X/9780133866223 MyManagementLab with Pearson eText -- Access Card -- for Human Resource Management, 14/e MyManagementLab should only be purchased when required by an instructor. For undergraduate courses in Human Resources Management. Combining Theory & Practice: A Modern Guide to Human Resources Human Resource Management addresses the study of HR in a realistic, practical, and stimulating manner. 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. The Fourteenth Edition reveals HR's strategic importance to management and the overall health of an organization. The text also addresses the ongoing shrinkage of internal HR departments as many companies shift towards HR outsourcing, HR shared service centers, and professional employer organizations. 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. Also available with MyManagementLab MyManagementLab is an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts. MyManagementLab allows you to engage your students in the course material before, during, and after class with a variety of activities and assessments.

Book Information

Paperback: 432 pages

Publisher: Pearson; 14 edition (January 16, 2015)

Language: English

ISBN-10: 0133848809

ISBN-13: 978-0133848809

Product Dimensions: 8.7 x 1.3 x 11.1 inches

Shipping Weight: 1.7 pounds (View shipping rates and policies)

Average Customer Review: 4.2 out of 5 stars 165 customer reviews

Best Sellers Rank: #6,046 in Books (See Top 100 in Books) #16 in Books > Textbooks > Business & Finance > Human Resources #36 in Books > Business & Money > Human Resources > Human Resources & Personnel Management

Customer Reviews

R. Wayne Mondy I have always had a strong interest in business practices as evidenced by my many years of academic and professional experience. I believe that managing people is the crucial side of business because a firm's human resources are the foundation on which everything is accomplished. Prior to entering academics, I had business experience with such companies as Peat, Marwick, Mitchell, and Co. (now KPMG), General Electric Corporation, Gulf South Research Institute, and Houston Data Center. In addition, I served in the U.S. Air Force as a management analysis officer. Several examples in your text relate to my business experience. I received my DBA from Louisiana Tech University and have enjoyed many years of teaching and administration, having served as professor, department head of the Department of Management & Marketing, and Dean of the College of Business. I have authored or co-authored seven college textbooks in a total of thirty-one editions, fifty-four articles, and twenty papers. The textbooks are Management: Concepts, Practices, and Skills (8th edition); Human Resource Management (14th edition); Personal Selling: Function, Theory and Practice (4th edition); Supervision (3rd edition); Management Concepts and Canadian Practices (2nd edition); Staffing the Contemporary Organization; and Management and Organizational Behavior. In addition to the 14th edition of Human Resource Management, the book has been translated into Spanish (Administracin de Recursos Humanos, Prentice Hall, 1997, 2001, and 2005), and Chinese (Prentice Hall, 1998, 2002, 2005, and 2011). A special 2008 two-part international edition of the 10th edition was prepared for India, Bangladesh, Bhutan, Pakistan, Nepal, Sri Lanka, and the Maldives. In addition, a Pearson International Edition was prepared for the 10th edition. A 2010 international edition was prepared for the 11th edition. Articles have been published in such journals as Business Journal, Journal of Education for Business, HR Magazine, and The Journal of Business Ethics. I am also Life Certified as a Senior Professional in Human Resources (SPHR) by the Human Resource Certification Institute. During my career at various universities, I have had the opportunity to charter three student chapters of the Society for Human Resource Management. In one instance, about 20 students wanted to take the certification examination. I was excited about their enthusiasm until they informed me, "Dr. Mondy, you have to take it, too." I have never studied so hard but we all

were successful in achieving our objectives. That is how I received my SPHR designation “I earned it.”

Joseph J. Martocchio My interest in the human resource management field began while I was a junior at Babson College. I found myself wanting to practice in the field as well as to become a university professor and researcher. I pursued both professional desires by working at Cameron and Colby (a reinsurance company) in Boston and for General Electric’s Aerospace business group in Valley Forge, Pennsylvania. I advanced my education in the HR field by earning a master’s degree and Ph.D. degree at Michigan State University. My master’s degree enabled me to build an even stronger foundation in practice and my doctoral degree provided me with the skills to conduct scholarly research and teach college-level courses. Since earning my graduate degrees, I have been a professor in the School of Labor and Employment Relations at the University of Illinois, Urbana-Champaign and assumed administrative roles as a Provost Fellow, Associate Dean for Academic Affairs, and Interim Dean. All the while, I have taught a variety of courses in the HR field. These include compensation systems, employee benefits, employment systems (HR and labor relations), HR planning and staffing, and statistics. For many years, I served as the faculty advisor to the student chapter of the Society for Human Resource Management at the University of Illinois during which time students earned Merit Awards and Superior Merit awards on multiple occasions. As a researcher, I have studied a variety of topics that include employee absenteeism, employee training and development, compensation systems, employee benefits, and generational diversity. My work appears in leading scholarly journals such as Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of Management, and Personnel Psychology. I received the Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology (SIOP), and I was subsequently elected as a Fellow in both the American Psychological Association and SIOP. Following the attainment of this recognition, I served as the Chair of the HR Division of the Academy of Management as well as in various other leadership roles within that organization. Besides writing scholarly articles, I have two sole-authored textbooks: Strategic Compensation: A Human Resource Management Approach (Pearson Higher Education), which is in its 8th edition, and Employee Benefits: A Primer for Human Resource Professionals (McGraw-Hill), which is in its 5th edition. The compensation textbook was translated for use in China and India. Joining as a co-author on the 14th edition of Human Resource Management has been an exciting opportunity.

The author writes smoothly and engages the audience with useful examples of what’s being

discussed. For example, the chapter on discrimination was peppered with case law in a way that made you want to know more. It could have been a very dry chapter, but the author has an engaging writing style. PS: There's a newer version of the book. Do not pay more than \$50 for the 12th edition, or \$30 for the global edition of the 12th edition. Happy learning:-)

Excellent price for this book. Got it in plenty of time for the class. Better than spending over 150 dollars for the same book.

I enjoy the author's humor and personal vignettes - he told us how Hurricane Katrina affected him, but other than that, I'm having a hard time being drawn in. I enjoy Human Relations, so it's not the subject. To be fair, this is an older edition. The newer edition(s) could be more livelier.

Great book

Great book for my first MHRM class. It provided me with a lot of insight on HR and examples on how things work in the professional world. I enjoyed reading the scenarios at the end of each chapter and thinking about my own point of view on how I would handle that type of situation.

Really good book

The book was in great condition and is what I needed for class, thanks!

great

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