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Personnel Management and Industrial Relations  
Dictionary of Personnel Management and Industrial Relations  
Personnel Management, New Perspectives  
Industrial Relations and personnel management in English-speaking Africa

This collection examines the evolution of the philosophy and practice of human resource management (HRM) and industrial relations (IR) over the twentieth century. By combining history, contemporary practice, and future trends, these well-known experts present both scholarly and practitioner perspectives. Drawing on in-depth interviews and surveys with HRM executives at leading corporations, the contributors explore key trends and issues facing global companies in such areas as equal opportunity, compensation practices, and expatriation programs. The book also takes an in-depth look at one particular player in the story - Industrial Relations Counselors, Inc., the first non-profit research and consulting organization dedicated to improved HRM/IR practices - which was founded by John D. Rockefeller in 1926, and has played a central role in the development of key labor legislation including the Social Security Act.

Personnel Management Permeates All The Functional Areas Of Management Such As Production Management, Financial Management And Marketing Management. That Is, Every Manager From Top To Bottom, Working In Any Department Has To Perform The Personnel Functions. Though The Personnel Department Is Created Under The Supervision Of A Person Designed As Personnel Manager , It Should Not Be Assumed That The Other Managers Are Relieved Of This Responsibility. Personnel Management Is Not A One Shot Function. It Must Be Performed Continuously If The Organization Objectives Are To Be Achieved Smoothly. In This Book Various Important Issues Like Introduction To Personnel Management; History Of Personnel Management; Human Resources Development; Organisation Of Personnel Management; Manpower Planning; Manpower Training And Development; Management By Objectives; Job Analysis; Job Evaluation; Employees Remuneration And Fringe Benefits; Group Dynamics; Morale And Productivity; Personnel Problems And Employee Counselling; Personnel Records And Audit; Industrial Relations; Industrial Disputes; Trade Unions; Collective Bargaining; Workers Participation In Management; Labour Welfare; Social Security Etc. Are Discussed Elaborately.

**The authors present the key issues central to planning and conduct.**

**Bruce Kaufman provides a detailed exploration of the historical development of the field of industrial relations. He identifies two distinct schools of thought evident since the field's origins in the 1920s, one centered in the study of personnel management and the other in the study of institutional labor economics. The two schools advocate contrasting approaches to the resolution of labor problems. Kaufman traces their development from a golden age in the 1950s through a period of gradual decline that accelerated in the 1980s. He contends that, in the process, the field narrowed from a broad-based consideration of the employment relationship to a more limited focus on collective bargaining.**

**This new and thoroughly revised edition of the best selling Personnel Management text by Stephen Bach provides an authoritative analysis of the latest developments in the field for students and professionals. new chapters reflect the importance of the EU dimension; the new diversity/race agenda led by Brussels; the extended, network organization; new training practices; and the growing importance of MNCs, both for the UK economy as a whole and as a guide to best practice; clearly and comprehensively explains the current complex HR scene with its different levels and layers**

**First ed. published in 1938 under title: Personnel and labor relations.**

**Handling Of Raw Human Material And Converting It Into A Useful Resource For The Society And Dealing With Illiterate Or Semi-Literate Working Classes Is An Arduous Task. Human Engineering Requires Deep Understanding Of Human Psychology And Human Problems. Industrial Relations Comprises Topics Like Labour Relations, Personnel Management, Trade Unionism, Role Of The Middle Management, All Issues Relating To Employment, Safety, Rights And Obligations Of Workers, And Settlement Of Disputes. The Book Fully Discusses All These Topics. The Second Edition Includes A New Section On Hrd That Covers Everything Connected With All Categories Of Employees Of The Organization. Topics Included Are The Role Of Hrd In The 21St Century, Policies And Practices In Usa, Performance Appraisal System, Equality For Women Workers, The Principle Of Kaizen, And Workers' Participation In Management.**

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