



Principles of Human Resource Management. by Scott Snell, George Bohlander

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Gain a better understanding of how human resources impacts both individuals and organizations with this market-leading, practical text. PRINCIPLES OF HUMAN RESOURCE MANAGEMENT, 16E, International Edition builds upon a foundation of research and theory with an inviting, practical framework that focuses on today's most critical HR issues and current practices. The book's engaging writing style and strong visual design use more than 500 memorable examples from a variety of real organizations to illustrate key points and connect concepts to current HR practice. Fresh cases spotlight the latest developments and critical trends, while hands-on applications focus on practical tips and suggestions for success.

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Editorial Review

Review

Preface. Part I: HUMAN RESOURCE MANAGEMENT IN PERSPECTIVE. 1. An Overview of Human Resources Management. 2. Human Resources: Strategic Planning. Part II: MEETING HUMAN RESOURCES REQUIREMENTS. 3. The Legal Environment: Equal Employment Opportunity. 4. The Analysis and Design of Work. Part III: DEVELOPING EFFECTIVENESS IN HUMAN RESOURCES. 5. Human Resource Planning and Recruitment. 6. Selection and Placement. 7. Training Employees. 8. Evaluating and Enhancing Employee Performance. Part IV: IMPLEMENTING COMPENSATION AND SECURITY 9. Developing a Compensation Plan. 10. Rewarding Performance. 11. Creating a Benefits Package. 12. Employee Health and Safety Issues. Part V: ENHANCING EMPLOYEE MANAGEMENT RELATIONS. 13. Discipline and Employee Rights. 14. Collective Bargaining and Labor Relations. Part VI: EXPANDING HUMAN RESOURCES MANAGEMENT HORIZONS. 15. Managing Human Resources on a Global Scale. 16. Integrated Human Resources. Brief Cases. Integrative Cases.

About the Author

George Bohlander is Professor Emeritus of Management at Arizona State University, where he taught human resources and labor relations classes. He received six outstanding teaching awards, including the Outstanding Undergraduate Teaching Excellence Award presented by the College of Business, and the ASU Parents Association Teaching Award given annually by the university. Dr. Bohlander has published more than 50 articles and monographs in professional and practitioner journals, such as National Productivity Review, HR Magazine, Employee Relations Law Journal, The Journal of Collective Bargaining in the Public Sector, and Labor Law Journal. He is also a consultant to public and private organizations and an active labor arbitrator. He received his M.B.A. from the University of Southern California and his Ph.D. from the University of California at Los Angeles. Scott A. Snell is the E. Thayer Bigelow Professor of Business Administration at Darden School of Business, where he teaches courses in Leadership and Strategic Management. Prior to joining the Darden faculty in 2007, Scott was professor and director of executive education at Cornell University's Center for Advanced Human Resource Studies, and a professor of management in the Smeal College of Business at Pennsylvania State University. Scott's research focuses on strategic human resource management. He was recently listed among the top 150 most-cited scholars in the field of management. He has worked with a number of Fortune 500 companies in the United States and Europe to align investments in talent and strategic capability. Scott is co-author of four books: Managing Human Resources, Management: Leading and Collaborating in a Competitive World, M: Management and Managing People and Knowledge in Professional Service Firms. Scott has served on the boards of: the Society for Human Resource Management Foundation, the Academy of Management's Human Resource Division, the Human Resource Management Journal, the Academy of Management Journal, and the Academy of Management Review.

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Kenny Grant:

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Courtney Cook:

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