

PEARSON CANADA PROUDLY PRESENTS

Human Resources Management in Canada, Twelfth Canadian Edition

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Preparing today's students to be tomorrow's HR Professionals.

Human Resources Management in Canada gives an in-depth look at the key topics covered in an introductory course, balancing theory and practice. Appropriate for both future HR Professionals and future line managers. Dessler references the RPCs that are necessary for certification while balancing this with the line manager perspective, showing the importance of HRM in daily interactions and in achieving corporate objectives.

Human Resource Management in Canada is fully integrated with [MyManagementLab](#), a fully customizable online and homework platform that delivers highly personalized study plans, responsive learning tools, and real-time evaluation and diagnostics.

MyLab products give educators the ability to move each student toward the moment that matters most—the moment of true understanding and learning.

Key Changes to the Twelfth Canadian Edition

- Nita Chhinzer has joined our author team providing a fresh new perspective on current Human Resource practices.
- We have developed links to **integrate topics**, reminding readers of topics that have been covered before, preparing them for upcoming topics and creating a **holistic view** of HR, rather than as isolated silos.
- There is increased focused on **ethics** and **ethical dilemma's** faced by HR professionals.

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- There is a greater emphasis on the **general manager's role and responsibilities**, as well as the **HR specialist**, to ensure non-HR students know the value of HR topics to ensure non-HR students see the value of HR topics in their everyday lives.
- **New End of Chapter Content:** One additional experiential exercise per chapter; and one new question on an ethical dilemma for each chapter.
- Improved **TestBank** questions with a wide range of assessment to meet the needs of the **HRPA**.
- All chapters follow a linear thought process, so concepts are introduced in an order that is progressive and reflective of actual practice.
- **New integration with Pearson Study-On-the-Go.** QR codes at the end of each chapter brings material from the textbook to students smart-phones. Students can listen to audio summaries, quiz themselves or learn the language of human resources with glossary flashcards.

Key Features

- **Workforce Diversity.** The Workforce Diversity boxes describe some of the issues and challenges involved in managing the diverse workforce found in Canadian organizations.
- **Strategic HR.** These boxes provide examples that illustrate the ways in which organizations are using effective HRM policies and practices in order to achieve their strategic goals.
- **Entrepreneurs and HR.** Suggestions, examples, and practical hints are provided to assist those in smaller businesses who have limited time and resources to implement effective HRM policies and procedures.
- **Global HRM.** In recognition of the increasing impact of globalization, topics highlighted in the Global HRM boxes include cultural issues in retirement plans, employment contracts in Europe, and the importance of personal relationships for business success in China.

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