

PEARSON CANADA PROUDLY PRESENTS

# Management of Human Resources, with MyManagementLab, 4ce

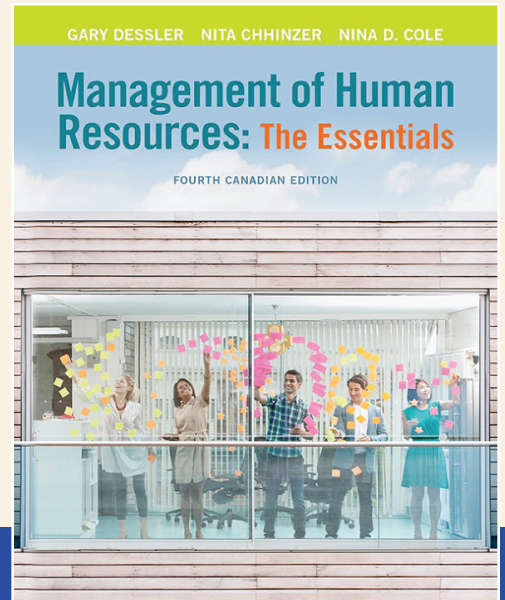
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Management of Human Resources: The Essentials, Fourth Canadian Edition, brings both human resources and non-human resources students into the current and comprehensive discussion on the ways in which human resources are among the most important assets in organizations today.

The Canadian fourth edition provides extensive coverage of all HRM topics, such as job analysis, HR planning, recruitment, selection, orientation and training, career development, compensation and benefits, performance appraisal, health and safety, and labour relations.

## THEMES

- **Workforce Diversity.** The Workforce Diversity boxes describe some of the issues and challenges involved in managing the diverse workforce found in Canadian organizations. The broad range of types of diversity addressed include generational/age, ethnic, gender, racial, and religious.
- **Strategic HR.** These boxes provide examples that illustrate the ways in which organizations are using effective HRM policies and practices 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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## FEATURES

- **Comprehensive Introductory Chapter.** The first chapter provides a comprehensive overview of the strategic importance of HR, highlighting the evolution of HR over the years, the advances in measuring HRM's contribution to the bottom line, and HRM's critical role in strategy implementation.
- **Legal Emphasis.** Chapter 2 provides a clear understanding of the often overlapping areas of legislation that affect the employment relationship. This includes a discussion of key legal cases, potential outcomes and remedies to violations, as well as a discussion about employer rights related to employment.
- **Significant Discussion of Managing Decline.** Chapter 11 focuses on the impact and management of turnover (quits, layoffs, termination, etc.). This includes a focus on legal, psychological, and communication issues.
- **More Coverage on the Impact of Globalization on HR.** Further discussion on the impact of globalization on HR was added throughout with a focus on both Canadian organizations' interactions on a global scale and the impact of immigrants on the Canadian labour force. Specific sections, such as performance management (in addition to performance appraisal), the impact of immigration on the labour force, and employability skills, are introduced.
- **Integrated Chapters.** Rather than approaching topics as isolated silos, the book highlights areas of overlap in order to present HRM as an integrated set of topics.
- **Required Professional Capabilities (RPCs).** The required professional capabilities to be discussed are listed at the beginning of each chapter and indicated in the margins throughout the text. These RPCs are set out by the Canadian Council of Human Resources Associations for students preparing to write the National Knowledge Exam.
- **HR by the Numbers.** This new element added in multiple places throughout each chapter focuses on the impact of HR practices and policies. The format of these sections is more magazine style and visually enticing for the students.

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MyManagementLab ([www.mymanagementlab.com](http://www.mymanagementlab.com)) delivers proven results in helping individual students succeed. It provides engaging experiences that personalize, stimulate, and measure learning for each student. Students and instructors can make use of the following online resources:

- **Study Plan:** MyManagementLab offers chapter pre-tests that generate personalized Study Plans showing students exactly which topics require additional practice. The Study Plan links to multiple learning aids, such as student PowerPoint slides, the eText, and glossary flashcards. After students work through the learning aids, they can take a post test to measure their improvement and demonstrate their mastery of the topics.
- **Audio Glossary Flashcards:** This study tool provides a targeted review of the Key Terms in each chapter. The Audio Glossary Flashcards allow learners to select and listen to the specific terms and chapters that they would like to study. The cards can also be sorted by Key Term or by definition to give students greater flexibility when studying.
- **Pearson eText:** MyManagementLab also includes an eText version of Management of Human Resources: The Essentials, including a complete Glossary and Index. This dynamic, online version of the text is integrated throughout MyManagementLab to create an enriched, interactive learning experience for students. Users can create notes, highlight text in different colours, create bookmarks, zoom, and click hyper-linked words and phrases to view definitions and go directly to weblinks. The Pearson eText allows for quick navigation to key parts of the eText using a table of contents and provides full-text search.