

# Advanced Human Resource Management Strategic Perspective

Human Resource Management title provides students with the technical background needed to be a knowledgeable consumer of human resource (HR) products and services, to manage HR effectively, or to be a successful HR professional. Management of human resources involves important and complex issues in the form of multidimensional reactions involving employees perception of the organization climate, their personality and background, the objective realization of organization culture, leadership systems and intergroup relationship, to name a few leading to employee motivation for performance. This book examines the growing importance of the functions and activities of human resource management, defines what human resource management is, and lists its purposes. This book is for everyone who is or will be working in an organisation but especially for those who are responsible for the management and use of human resources-- line managers and personnel managers and staff. And in order to make this book as useful as possible, it has been written around the major themes of why personnel functions and activities should work and how they work in practice. In this book various segments of human resource management viz., recruitment, training, promotion, transfer, labour welfare, employee turnover, worker participation in management, human resource development etc. are dealt in detail by taking suitable examples. The book will be useful for students and teachers as well as managers of human resources.

## Contents

• Introduction to Human Resource Management • Changing Role of Human Resource in India • Human Resource Planning • Recruitment and Selection • Methods of Training • Performance Appraisal • Job Evaluation • Job Analysis and Design • Performance management • Labour welfare • Industrial relations and issues • Strategic Human Resource Management



**Dr. Prakash Annasaheb Deshmukh** : M.Com, M.A. (Marathi), M.Ed., M.Phil., Ph.d, Worked as Principal for 1 year at Om Shanti B.Ed. College Ambad, \* Working in Academic field for last 18 years at YCMOU, Nashik, From 30 April 2011 to 6 Jan 2015 as a Regional Director Mumbai, Regional Center, Working as a Director of School of Commerce And Management from 7 Jan 2015 to till the date, From 21 Oct 2016 to 25 July 2017 as a Regional Director Nasik, Regional Canter, Research Guide at YCMOU, Nagpur, Pune, Amravati, Nanded University, \* Chairman of School Council Commerce and Management, Member of RRC Committee, Pune University, Member of Academic Council, YCMOU, Nashik, Member of NSS state level Advisory Committee, Member of RRC and BUTR at School of Commerce And Management, Member of School Council of Education School. \* YCMOU- Commerce and Education : School - Text Book \* Participation in 125 VLC Programmes conducted By YCMOU for B.A./B.Com. Programme, \* National Education Award 2016 for Outstanding B- School West from ABP news, Best Teacher Award from liens Club Nashik 2016.



**GARIMA PRAKASHAN**

132, 1st Floor, Mayur Park, Basant Vihar, Naubasta, KANPUR-21  
Phone : 09415200584, 09415125867 Telefax : 0512-2634444 (P.P.)  
e-mail : garima.prakashan@gmail.com  
Website: www.garimaprakashan.com

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