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Dr. Dessler served for many years as a Founding Professor in Florida International University's College of Business teaching courses in human resource management, strategic management, and management.

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1. Explain what human resource management is and how it relates to the management process. 2. Give at least eight examples of how all managers can use human resource management concepts and techniques. 3. Illustrate the human resources responsibilities of line and staff (HR) managers. 4.

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These are: 1. Accumulation □ This philosophy translates in to policies and practices designing to attract many good candidates very... 2. Utilization □ In this philosophy, individuals are generally selected with attention to technical skills although... 3. Facilitation □ The third philosophy for ...

Definition of Human Resource Management

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Human Resource Management is the process of recruiting, selecting, inducting employees, providing orientation, imparting training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and healthy measures in compliance with labour laws of the land.

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7. Reward systems management 115 8. Human resource development 127 9. Employee relations 143 10. Talent and competency based human resource management 163 11. International human resource management 179 12. Recruitment and performance appraisal in the public sector 189 13. Recruitment and retention of human resource for health 201 14.

Fundamentals of human resource management

Gary Dessler Chapter 1 Part 1 Introduction The Strategic Role of Human Resource Management . After studying this chapter, you should be able to: 1. Explain what human resource management (HR) is and how it relates to the management process. 2. Give at least eight examples of how managers can use HR

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