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Human Resource Management: Gaining a Competitive Advantage

Noe, Raymond Andrew

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P.A. Grobler



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teaching human resource management for several reasons The content draws from the diverse research teaching and consulting experiences of the four authors who have taught human resource management to undergraduates MBA students and experienced managers and professional employees The teamwork approach gives a depth and breadth to the coverage that is not found in other texts The content emphasizes how the HRM function as well as the management of human resources can help companies gain a competitive advantage The content discusses current issues such as social networking talent management diversity and employee engagement all of which have a major impact on business and HRM practice Strategic human resource management is introduced early in the book and integrated throughout the text Examples of how new technologies are being used to improve the efficiency and effectiveness of HRM practices are presented Examples of how companies are evaluating HRM practices to determine their value are discussed

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that HRM is the most effective tool which contributes to the creation of human capital and in turn contributes to organizational performance and the competitive advantage This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM employment relations and organizational behavior As a management discipline HRM draws insights models and theories from cognate disciplines and applies them to real world settings Further this book discusses how current theoretical perspectives and frameworks e g those related to strategic competitiveness knowledge management learning organization communities of practice etc can be applied by reflective practitioners to create an eco friendly organizational culture

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