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This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

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In the midst of climate change, responsible business practices and ecological modernization become essential tools for the promotion of sustainability. Due to the current level of demand for eco-friendly products and services, there is a need for green training and green human resource development to support green creativity and eco-innovation for sustainability. By incorporating green initiatives into human resource practices, organizations can maintain a positive impact on the environment. With a full understanding of sustainable business practices, positive impacts on the environmental management field become easier to produce. Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries. The book delivers a discussion on green human capital, collective green intelligence, and competencies that are essential to cope with the challenges in Industry 4.0. It also provides a basis for green recruitment and selection processes as a way of promoting pro-environmental behavior in the labor markets. While highlighting a broad range of topics including employee relations, knowledge management, and recruitment, this book is ideally designed for executives, entrepreneurs, human resource managers, academicians, researchers, and students. The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco-innovation based on a wide range of

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global issues confronting sustainability in the Fourth Industrial Revolution.

Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers, diversity initiatives, and global health and economic crises. There is a necessity for human resource departments to change as well to adapt to new societal perspectives, technology, and business practices. It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations. The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments. This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted. Covering topics such as machine learning, organizational culture, and social entrepreneurship, this book is an excellent resource for human resource employees, managers, CEOs, employees, business students and professors, researchers, and academicians.

This volume contains six papers on important issues in the field of human resources management, continuing the tradition of the series to develop a more informed understanding of the field. These papers represent excellent scholarship, illustrating the truly interdisciplinary character of the field.

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"This book presents a dynamic and diverse collection of global practices for human resource departments, discussing the emerging practices as well as modern technologies and initiatives (machine learning, organizational culture, and social entrepreneurship) that affect the way human resources can be conducted"--

Book & CD. This fourth edition makes it clear that all who are interested in the sustainability of South Africa -- and Africa -- must put human resource management (HRM) at the very core of the management of organisations generally. The content is aligned to outcomes that are geared towards analytical and critical thinking about the theory and practice of HRM in South Africa. The African context is addressed, and ample information about HRM aspects 'elsewhere in Africa' is provided. This edition breaks away even further from the traditional structure of so many standard HRM textbooks. It challenges a broadening of the 'agenda' and scope of HRM work: HRM is not only about managing employees, but also about managing the work and the people who do the work of and in organisations. This may involve alternative ways of getting the work of organisations done superiorly. This book will help you to apply HRM effectively to

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achieve its ultimate aim, namely to add value to people, to organisations and to society. This comprehensive book is organised around themes such as: Developing an appreciation for the context of HRM in South Africa; Strategising, designing and planning as preparatory HRM work; Sourcing work talent; Facing the countrys people empowerment challenge; Meeting the reward and care challenge; Handling labour and employee relations challenges; Championing change and transformation; Managing HRM-related information, including HRM and sustainability reporting. Based on most recent theoretical developments, the emphasis is on the practical applications. Samples of relevant documents are included, and an accompanying CD contains a wealth of relevant resources as well as a continuing, integrating case study that serves as a basis for these applications, and individual and group activities. As a package, South African Human Resource Management will be extremely valuable to both current and aspirant managers, and human resource practitioners.

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