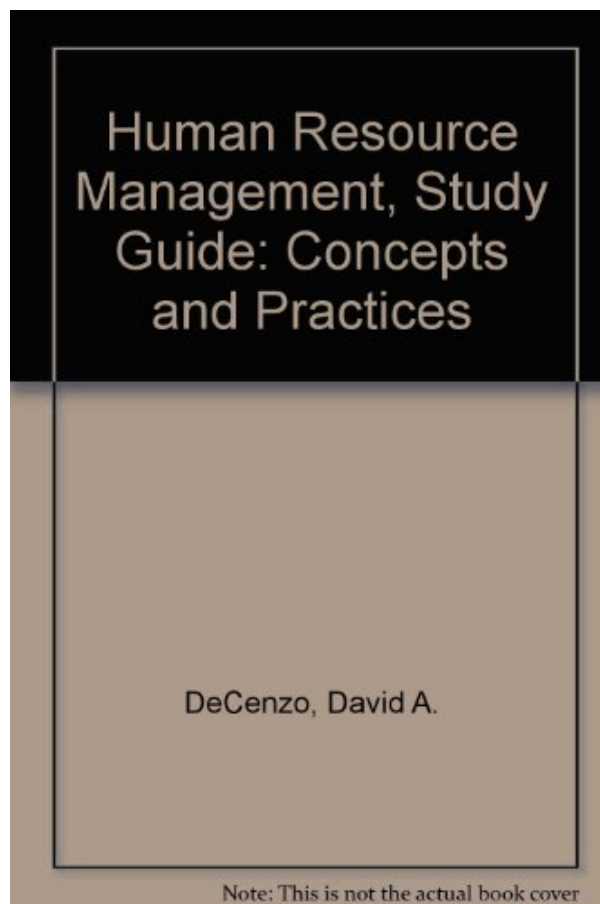


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This new edition features a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the application of theory, the book carefully integrates actual data and examples as well as the most up-to-date information available. Discusses the most critical issues in HRM today: globalization, diversity, empowerment, employee rights and ethics.

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- Examples and cases from real companies: Examine human resource issues at organizations such as the Major League Baseball Players Association, UPS, General Electric, OSHA, and more.
- Business Extra Select: Enables instructors to add copyright-cleared articles, cases, and readings from such leading business resources as INSEAD, Ivey and Harvard Business School Cases, Fortune, The Economist, The Wall Street Journal, and more.

About the Author

DAVID A. DECENZO received his Ph.D. from West Virginia University. He is the dean of the Wall College of Business at Coastal Carolina University. His major teaching and research interests focus on the general areas of human resource management, management, and organizational behavior. He has published articles in journals such as Harvard Business Review, Business Horizons, Risk Management, Hospital Topics, and

Performance and Instruction. Dr. DeCenzo has been writing textbooks for two decades. His books include this eighth edition of Human Resource Management with Steve Robbins, published by John Wiley & Sons; Fundamentals of Management, fourth edition (2004) with Stephen Robbins; Supervision Today, fourth edition (2004); Human Relations, second edition (2002) with Beth Silhanek; Essentials of Labor Relations (1992) with Molly Bowers; and Employee Benefits (1990) with Stephen Holoviak. These books are used widely at U.S. colleges and universities as well as in schools throughout the world. Dr. DeCenzo also has industry experience as a corporate trainer and has served as a consultant to companies that include G&K Services, Inc.; Fairpoint Communications; Moen, Inc.; HealthCare Strategies, Inc.; Allied Signal Technical Services Corporation; Citicorp; Teledyne/Landis Machine Company; Blue Cross & Blue Shield of Maryland; the Tnemec Company; the James River Corporation, packaging division; and the Managerial and Professional Society of Baltimore. STEPHEN P. ROBBINS received his Ph.D. from the University of Arizona. He previously worked for Shell Oil and Reynolds Metals and has taught at the University of Nebraska at Omaha, Concordia University in Montreal, the University of Baltimore, Southern Illinois University at Edwardsville, and San Diego State University. Dr. Robbins' research interests have focused on conflict, power, and politics in organizations, behavioral decision making, and the development of effective interpersonal skills. His articles on these and other topics have appeared in such journals as Business Horizons, California Management Review, Business and Economic Perspectives, International Management, Management Review, Canadian Personnel and Industrial Relations, and the Journal of Management Education. In recent years, Dr. Robbins has been spending most of his professional time writing textbooks. These include Management eighth edition (2005) with Mary Coulter; Fundamentals of Management, fourth edition (2004) with David DeCenzo; Organizational Behavior, tenth edition (2003); Supervision Today! fourth edition, (2003) with David DeCenzo; Managing Today! (2000); Essentials of Organizational Behavior, seventh edition (2003); Training in Interpersonal Skills, third edition, (2003) with Philip Hunsaker; and Organization Theory, third edition (1990), all published by Prentice Hall. These books are used by students at more than a thousand U.S. colleges and universities, as well as hundreds of schools throughout Canada, Latin America, Australia, New Zealand, Asia, Scandinavia, and Europe. Dr. Robbins is also the author of the global best sellers The Truth About Managing People ... and Nothing But the Truth (2002) and Decide & Conquer: Make Winning Decisions and Take Control of Your Life (2004), both published by Financial Times/Prentice Hall.

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Uses a lively, concise and conversational style to address the most current and critical issues in human resource management (HRM). Coverage includes international HRM, workforce diversity, employee rights and benefits, ethical issues, total quality management and sick building syndrome. Extensive use of authentic case studies and examples illustrate concepts.

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A rush into print?

By Anima3D

This book includes an excellent spectrum of HR material, covered with a reasonable degree of thoroughness, considering its ambitious scope. It's quite readable, as well, making it easy to digest and retain. In fact, it helped me pass the Senior Professional in Human Resources (SPHR) certification exam from SHRM.

However, the book contains a number of typos, and while most of them aren't serious, it appears that the chapters were renumbered after the answers to the practice questions were already typeset -- making their answer key virtually useless and utterly unreliable. The answers to one chapter's questions are labelled as being for another chapter's ... a real mess.

I got the impression that this book was rushed into print in order to meet some deadline. While the textual content is very good, I caution the reader not to rely on the practice questions, not only because of the answer

key problem, but because they are not particularly clear or well-written.

3 of 3 people found the following review helpful.

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This book is very well written. It is easy to understand. I recommend highly for studying human resource management.

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