



Strategic Human Resources: Frameworks for General Managers

By David M. Kreps, James N. Baron

Wiley India Pvt. Ltd, 2009. Softcover. Book Condition: New. 3rd edition. Human Resources are the most important resource that a firm commands and should be regarded as capital, a factor of production in which managers invest today in order to realize future profits. This book deals with the strategic implications of Human Resource Management as an important strategic asset and emphasizes its importance within the overall strategy of the firm. The book covers issues such as job design, evaluation, recruitment, training, career concern, and outsourcing and downsizing. The linkage between the various pieces of HRM policy are stressed and how the policies are related to management issues such as TQM, just-in-time manufacturing, and others. The book is aimed at the general manager, not the HRM practitioner and it stresses conceptual frameworks, not procedural methodology. Introduction The Five Factors Consistent HR Practices: The Whole Can Be More Than the Sum of the Parts Employment and Economics Employment as a Social Relation Voice: Unions and Other Forms of Employee Representation Employment, Society, and the Law Internal Labor Markets High-Commitment HR Performance Evaluation Pay for Performance Compensation Systems: Forms, Bases, and Distribution of Rewards Job Design Staffing and Recruitment Training Promotion and Career...

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