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~~Society for Human Resource Management - Welcome to the ...~~

~~This is the HR Competencies book, which is part of the 2017 SHRM Learning System. I definitely recommend reading this first from start to finish as it includes many vocabulary items and fundamental principles needed to understand the the other areas.~~

~~2017 SHRM Learning System (Book #1) by Various~~

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~~The IL State SHRM Conference has also been converted to a virtual format to be held on October 7th. There will be 7 live sessions held on October 7th and 19 sessions provided on demand. Please visit the conference website at https://2020.ilshrm.org/ for more information and registration instructions. Congratulations to the Decatur Area SHRM Chapter #0555 for receiving the prestigious 2017 SHRM Learning System Champion!~~

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~~Difficult employees are by far the worst part of a manager’s job. Control freaks. Narcissists. Slackers. Cynics. Their outbursts, irrational demands, gripes, and countless other disruptions need to be dealt with, and you are the unlucky one with that job description. But every manager has to deal with these people. What separates the great managers is their ability to turn them into productive team players.Leading the Unleadable turns this seemingly difficult chore into a straight-forward process that gently, yet effectively, improves behaviors. And it begins with understanding a core truth: most people actually want to contribute results, not cause headaches. When the manager resets to that fundamental principle, the potential for change can reveal itself in even the most hopeless situations. Written by an insider in the tech industry, where personality issues routinely wreck projects, the book explains how to:• Master the necessary mindset• Explain the problem calmly in a short feedback session• Get a commitment to change, then follow up• Coach others to replicate the process• Develop the situational awareness required to spot future trouble before it hits Are you a great manager? Of course you believe you are. So don't just put up with your difficult employees. Anyone can do that. Turn them into the tremendous team players everyone wants them to be!~~

~~This Society for Human Resource Management Certified Professional Exam study guide includes Society for Human Resource Management Certified Professional Exam practice test questions. Our Society for Human Resource Management Certified Professional Exam study guide contains easy-to-read essential summaries that highlight the key areas of the Society for Human Resource Management Certified Professional Test. Mometrix's Society for Human Resource Management Certified Professional Test study guide reviews the most important components of the Society for Human Resource Management Certified Professional Exam.~~

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~~Over the last half century, college textbooks on management have taught the importance of valuing the human assets of a business, and they have also focused on how to effectively and appropriately manage those assets. And yet, we look around and rarely see it practiced. In Activate Human Capital, author Richard N. Morrison outlines the eight People-Focused Principles of Management, and he explains them in terms of the values that motivate people to want to do the work given to them. And even more, he shows how these values will actually get employees to initiate their work because they will see how it contributes to the overall purpose of the business. Each principle—such as giving people a purpose, communicating widely, accommodating change, creating a culture of worth and hope, and rewarding performance, to name a few—is linked to a component of human fulfillment, and then through research, personal experience, and shared stories, Morrison discusses how to activate each principle and demonstrates what it should look like in the workplace. Eight simple principles can help enhance all business relationships and improve efficiency, productivity, and profitability—if only managers are willing to change. People-focused management has been done, is being done, and will be done increasingly more often as more business leaders comprehend the potential in this empowering form of leadership. When employees feel valued, respected, encouraged, and fulfilled, they will work harder and be more invested in their work—and in the success of the business.~~

~~Test Prep Book's SHRM Certification Prep: Study Guide & Practice Exam Questions for the Society for Human Resource Management Certified Professional Test Developed by Test Prep Books for test takers trying to achieve a passing score on the SHRM CP exam, this comprehensive study guide includes: -Quick Overview -Test-Taking Strategies -Introduction -SHRM Behavioral Competencies -SHRM Technical Knowledge -Practice Questions -Detailed Answer Explanations Disclaimer: SHRM(R) is a registered trademark of Society for Human Resource Management, which was not involved in the production of, and does not endorse, this product. Each section of the test has a comprehensive review created by Test Prep Books that goes into detail to cover all of the content likely to appear on the SHRM certification test. The Test Prep Books SHRM practice test questions are each followed by detailed answer explanations. If you miss a question, it's important that you are able to understand the nature of your mistake and how to avoid making it again in the future. The answer explanations will help you to learn from your mistakes and overcome them. Understanding the latest test-taking strategies is essential to preparing you for what you will expect on the exam. A test taker has to not only understand the material that is being covered on the test, but also must be familiar with the strategies that are necessary to properly utilize the time provided and get through the test without making any avoidable errors. Test Prep Books has drilled down the top test-taking tips for you to know. Anyone planning to take this exam should take advantage of the SHRM review material, practice test questions, and test-taking strategies contained in this Test Prep Books study guide.~~

~~From Hello to Goodbye is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues, properly classifying workers, maintaining an inclusive workplace, increasing retention, and avoiding litigation. The second edition has been updated to reflect new research and best practices in addition to recent legal and regulatory compliance complexities.~~

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