

South African Human Resource Management 5th Edition

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Human Resource Management | University of Pretoria
Professions Act") by the South African Board for Personnel Practice (SABPP) has initiated much discussion on the merits of regulating the Human Resource (HR) profession. One of the key points raised in these debates, is whether in fact HR can be regarded as a profession. This is, in essence, the problem being addressed in this study. Losey (1997:147) unequivocally states that "human resource management is a profession".

Human Resource Management as a profession in South Africa
Human Resource Management in Government: A South African perspective on theories, politics and processes explores the many facets of the employment relationship within government institutions. These activities include strategic employment processes, such as talent management, trade union interactions, compensation, human resource governance (metrics) and the future of human resource management.

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In the case of Zambia, the Government has instituted comprehensive human resource management reforms aimed at restoring confidence in the Public Service by strengthening the governance and oversight structure, introducing a merit- and progression-based system for appointments and promotions to all public service positions, and delegating the human resources function to lower levels.

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Human Resources & Management in South Africa | Bizcommunity
The SA Journal of Human Resource Management provides a forum for cutting-edge, peer reviewed research in all fields related to the exploration of issues and experiences relating to employment studies and people management. ... Evaluation of human resource programmes in South Africa, sub-edited by Joha Louw-Potgieter. Vol 10, No 2 (2012) Careers ...

Archives - SA Journal of Human Resource Management
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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 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.

South African Human Resource Management focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective.

The 2nd edition of this guide includes updates on new legislation, such as the Employment Equity and Basic Conditions of Employment Act. It focuses on the knowledge and skills that managers need.

This report discusses important themes in the field of human resource management for the public sector, including managing employee relations, strategizing and planning human resources departments, and selecting employees within the equal employment opportunity guidelines. Current legislation of the field is discussed and new theories on local and international applied research are explored.

Grobler and W\u00e4rnich's market-leading text has long been regarded as the most comprehensive and user-friendly book available for those studying Human Resource Management in South Africa. Written from a business management perspective, it not only addresses the traditional core Human Resource activities but also provides the reader with insight into future Human Resource challenges.

Written from a uniquely South African perspective, this book explores the many facets of the employment relationship. These include strategic employment processes, staff maintenance, trade union interactions, public sector labour relations and terminating employment relationships. This well-researched text, adapted from the best-selling South African Human Resource Management: Theory and Practice (Swanepoel, Erasmus, Van Wyk and Schenk), is rich in theory and applications. It explains the latest developments in structuring learning programmes for public officials, so that they are in line with the South African Qualifications Authority (SAQA), the National Qualifications Framework (NQF) as well as employment equity and affirmative action policies. It further details a workable Human Resource Management strategy for the public sector that includes practices in relation to performance management, appraisal systems, compensation and incentives management, and relevant legislation and regulations. This 2nd edition will be indispensable for all public sector managers, HR specialists, corporate strategists, trade unionists, as well as undergraduate and postgraduate Public Administration and Management students.

•This is an excellent book. Bruce Kaufman, in his ever thoughtful way, has not just analyzed the history of the development of HRM, but assembled 17 chapters in which world-class local experts report on that history in their own country. The book is fu

Effective management of all staff in schools is essential if the challenges of educating South Africa's youth are to be met. This book provides guidelines for professional development and competence in managing staff effectively. Case examples are provided throughout.

The fast-changing world of human resources interfacing with information technology presents managers with complex and exciting challenges, such as globalization and workforce diversity. Human Resource Management is a thorough introductory text to the definition and scope of HRM, the quality assurance aspect of HRM, recent labor legislation, organizational planning and maintaining people, motivation and leadership, individual and

organizational empowerment, strategic and international HRM, and assessing the future of HRM. Text takes practical approach, principles, concepts and theories are illustrated and explained in context of South African cases and examples, to encourage students' independent thinking. The sixth edition has been revised to include recent developments and conditions in the SA environment.

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