

Organizational Behavior By Stephen P Robbins

13th Edition

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robbins identifies the major roadblocks that stand in the way of making high quality decisions and shows readers exactly how to overcome them

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this dissertation examines how human resources are managed at selected ethiopian private companies how ethiopian human resource management practice is evolving and how it can be improved the examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at ethiopian profit or non profit organizations an understanding of ethiopian human resource management practice makes it possible to improve ethiopian human resource management practice and thus to increase employee productivity the study took place at four manufacturing and four service companies in addis ababa all representative of their sector the research claim is that ethiopian human resource management practices differ from human resource management practices in the west due to differences in cultural factors economic systems political systems and legal and industrial relations for this reason ethiopia s culture politics economy and legal and industrial relations have been analyzed the main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies although the multinational companies based in ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not the fact that respondents claim that ethiopia has limited experience in industrialization might explain why human resource management in ethiopia is rudimentary and still has a long way to go with this dissertation the researcher wants to contribute to improving ethiopian human resource management practice moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research this dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to ethiopia s for example kenya tanzania and zambia countries

undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments

the present book provides a comprehensive view on human resource management it would be an ideal textbook for mba m com pgdm and other postgraduate courses beginning with introductory perspectives of hrm and its evolutive aspects the book elucidates in an easily comprehensible manner the concepts of human resource planning job analysis and collection of job data job design recruitment selection and barriers to effective selection psychological testing and interviews placement and induction procedure training and management development techniques and problems associated with performance appraisal career planning promotions transfer and demotions employee compensation incentives benefits and services industrial relations and disputes employee grievances employee welfare safety and health collective bargaining and global human resource management the book is the first of its kind as it provides learning objectives in the beginning of every chapter numerous exhibits and examples that would help sustain the interest of readers key terms and questions following each chapter a small hr dictionary in the end of the book surely the book will provide a rewarding and refreshing experience to its readers

this text uses realistic case examples discussion questions and self tests to illustrate principles of workplace psychology each chapter begins by posing a difficult work situation which may be a conflict a motivation problem or an issue of diversity then goes on to discuss principles and theories that apply to the case covering areas of ethics problem employees and organizational culture as well as neglected areas such as the physical atmosphere of the workplace the effects of new technologies on workers and workplace gossip harris teaches management at the university of louisiana monroe hartman at the university of new orleans annotation copyrighted by book news inc portland or

this isn't just someone's opinion it's the first definitive evidence based guide to effective management in the truth about managing people and nothing but the truth robbins delivers principles you can rely on throughout your entire management career regardless of your organization role or title this is a management book that cuts through the soft opinion and conjecture books that have dominated the business shelves in recent years and shows what management researchers know actually works or doesn't work when it comes to managing people drawing on the author's 30 years of research and textbook writing experience robbins has distilled the results of thousands of research studies on human behavior into over 60 proven truths that can transform how you manage people and the results that are achieved the author provides guidance to you organized around key human behavior related problem areas that managers face hiring motivation leadership communication team building conflict management job design evaluating performance and coping with change along with guidance to help you apply the information and improve your managerial effectiveness

the textbook covers all the chapters outlined in the revised curriculum for the bsc nursing programme the content presentation is organized with clear headings bullet points and charts to enhance accessibility and understanding diagrams flowcharts and tables have been used to simplify intricate concepts for effortless reference each chapter aligns with current healthcare regulations safety guidelines and ethical standards in nursing management and leadership the book is beneficial for nursing students

educators and professionals at all levels who wish to enhance their leadership and management abilities end of chapter multiple choice questions short and long answer questions assist students in preparing for competitive examinations it promises to enhance the administration capabilities of nurses in a variety of healthcare environments by incorporating the most recent research and evidence based practices appendix case based discussions formats scenario based learning and self assessment exercises have been covered digital resources complimentary access to mcqs along with the e book is provided

organizational behaviour contains material on responding to global and cultural diversity with discussions of globalization workforce diversity and ethics

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