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This comprehensive text covers the entire field of human resource development,

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HUMAN RESOURCE DEVELOPMENT is a comprehensive text for undergraduate and graduate courses that prepare students to train and develop people. As such, the book covers the entire field of HRD (as defined by the American Society for Training and Development's competency study), from orientation and skills training, to career and organizational development. HUMAN RESOURCE DEVELOPMENT provides a clear understanding of the concepts, processes, and practices that form the basis of success and shows how concepts and theory can

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and have been put into practice in a variety of organizations. This textbook focuses on the shared role of line management and human resource specialists in HRD and also reflects the current state of the field, blending real-world practices with up-to-date research.

Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation. It covers the planning and execution of HRM research projects, from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results. Filled with international examples to provide a global perspective, this fully updated 4th edition of Research Methods in Human Resource Management balances theoretical frameworks and practical guidance. Fully updated throughout, this edition now includes increased discussion of methodological issues, more real-life examples and international case studies and best practice sample literature reviews and write-ups. 'Review and Reflect' sections at the end of each chapter help to consolidate learning and explain how it can aid professional development. This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective, and multiple-choice questions and a glossary of terms help students understand the key concepts and use the terminology confidently. Online supporting resources for lecturers include an instructor's manual and lecture slides and there are annotated web links, further reading and new reflective questions for students.

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This book was written to bring together a summary of the current knowledge on merit pay and to further advance understanding of this type of incentive pay plan. When the writing of the first edition was begun in 1989, there were no books devoted exclusively to the subject of merit pay. Thus, this book was written to fill a void in the compensation literature. Since then, surveys have shown that merit pay remains a frequently used method of incentive compensation, and research into the merit pay process continues to grow. However, other forms of incentive pay, such as gainsharing, continue to receive the most attention, as evidenced by the number of books and articles on this topic in the popular press. In response to the frequent use of merit pay in organizations and the growing body of research, a book-length treatment of merit pay was needed. What we hope to do with this second edition, beyond updating, is to link merit pay with the many changes going on in total compensation or "reward management" (R. Heneman, 2001a, 2002). We also will argue that, even among all the challenges and changes that organizations currently face, there is still "merit" in appropriately conceived and implemented merit pay plans (Bates, 2003c).

This book will assist you to understand the fundamentals of HRD and how HRD fits into the broader category of knowledge management. Presented in a clear and accessible style, the book focuses on understanding the essential theoretical concepts and developing practical HRD skills.

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