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The Career Handoff: A Healthcare Leader's Guide to Knowledge & Wisdom Transfer Across Generations Kathy M. Malloch, Tim Porter-O'Grady, 2015-11-03 Within the business community succession planning plays a key role in an organization's strategic initiatives. Within healthcare, however, it has been largely overlooked. Without careful planning, healthcare organizations risk a catastrophic gap in leadership continuity that could jeopardize operational cost management, quality of care improvement, and regulatory compliance. How do you close that dangerous gap? Thoughtful succession planning. The Career Handoff helps healthcare and nurse leaders proactively preserve and pass on their valuable knowledge and wisdom to new generations. With an approach that emphasizes mentoring and sustainability of expertise, this book aims to facilitate smooth transitions and the continued viability of healthcare organizations. Authors Kathy Malloch and Tim Porter-O'Grady share their extensive knowledge through guidelines, stories, and lived experiences. For those with retirement on the horizon and their potential successors, The Career Handoff offers insightful guidance and succession planning strategies that position healthcare organizations for a sustainable, successful future.

Strategic Human Resource Management Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan, 2018 What is strategic HRM and how do you apply it in business? What makes good HR strategy and how do you develop it? What are the key issues that need to be considered when creating, developing, and embedding a strategic approach to managing people? These are the fundamental questions asked by HR professionals and tackled in this innovative and comprehensive textbook. Drawing on the latest academic research, the well-respected author team takes a reliably thematic approach to SHRM. Broken into four distinct parts, the book addresses the context, theories, themes, and future of managing people strategically. Case studies and examples include Tata Motors, Samsung, Pizza Express, and Deliveroo, ensuring that theoretical discussion is always linked to practical application. New Strategic HRM in Action boxes take this one step further by presenting students with a scenario in which they themselves can make strategic decisions and reflect on their own evaluation of real-life business practices. Critical thinking is essential in SHRM, so frequent Critical Reflection boxes, Review Questions, and questions accompany every case study to ensure students are challenged to engage with the subject critically and reflectively. Global case studies and an opening chapter dedicated to the global context of SHRM challenge the dominant Western perspective and provide a rounded and adaptable view of SHRM. A user-friendly structure and wide range of learning features, including learning objectives, key concept boxes, and summaries, ensure the text remains accessible even for those completely new to SHRM.

ONLINE RESOURCES For Students: Glossary, Web links, For Instructors: Additional case studies, PowerPoint slides, Seminar activities, Suggested case study answers, Figures from the book.

HR's Greatest Challenge Richard P. Finnegan, 2015-10-01 Nothing contributes more to productivity than getting employees to give their best and stay. HR's Greatest Challenge shows HR leaders how to shift engagement and retention from secondary HR metrics to top-tier business imperatives. With voluntary turnover at historic highs and employee

engagement at alarming lows this book makes the case for executives not HR to own these issues while HR plays a vital coaching and strategic role It offers tools to translate turnover and disengagement into financial terms train managers in stay interviews and forecast team stability with business focused precision Practical persuasive and data driven this is the guide HR executives need to solve engagement and retention as business critical challenges Fundamentals of Human Resource Management David A. DeCenzo, Stephen P. Robbins, Susan L. Verhulst, 2016-05-16 This text is an unbound three hole punched version The 12th Edition of Fundamentals of Human Resource Management Binder Ready Version 12th Edition helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest The authors provide a strong foundation of essential elements of Human Resource Management as well as a clear understanding of how Human Resource Management links with business strategy Through practical applications the authors illustrate the importance of employees on every level of the organization helping students understand HRM elements such as recruitment training motivation retention safety the legal environment and how they support successful business strategies *The Psychologist's Guide to Professional Development* Greg Bohall, Mary-Jo Bautista, 2017-09-10 This essential career guide equips new professionals and doctoral students with a robust foundation for a long and satisfying career in psychology and other behavioral health professions Taking a proactive intervention prevention approach to career planning and building contributors offer accessible guidelines and advice in core areas such as specialization and niche specialties the market for services cultural competence ethically and legally sound practice and personal competencies including self care the degree to career transition and financial planning The editors also break down the mental health field into discrete disciplines each with its own trajectory for its future relevance and sustainability By bringing this wide range of career information together this book helps to set much needed standards for professional development in a demanding diversifying and evolving field Featured in the coverage The personal development foundation Professional relationships and the art of networking The clinical credentialing process Clinical educational and administrative supervision The curriculum vitae and professional marketing The early career professional advantage The Psychologist's Guide to Professional Development serves as an invaluable text for professional development courses in the fields of psychology counseling social work marriage and family therapy as well as a trusted mentor between covers for the long term **Fundamentals of Human Resource Management** Susan L. Verhulst, David A. DeCenzo, 2024-09-24 Build the foundational knowledge and skills needed to succeed in the quickly evolving environment of HR updated with new content designed to strengthen student comprehension and engagement Fully revised and updated with input from practicing HR professionals and teaching faculty Fundamentals of Human Resource Management provides a concise and student friendly introduction to the field of Human Resource Management HRM Now in its fifteenth edition this popular undergraduate textbook offers thorough coverage of all key topics and competencies recommended by the Society of Human

Resource Management SHRM and the Human Resource Certification Institute HRCI With an engaging and relatable narrative style *Fundamentals of Human Resource Management* guides students through essential HRM topics such as human resource functions employee relations talent acquisition training and development health and safety performance management strategy and planning legal and regulatory considerations and more Each chapter is filled with illustrative examples and hands on activities based on current and emerging issues in the HR world Acclaimed for its focused systematic and practical approach *Fundamentals of Human Resource Management Fifteenth Edition* remains an ideal textbook for undergraduate courses on core HRM concepts *Fundamentals of Human Resource Management* Susan L. Verhulst, David A. DeCenzo, 2021-09-22 Fully revised and updated with input from practicing HR professionals *Fundamentals of Human Resource Management 14th Edition* provides students with a concise yet thorough introduction to the quickly evolving world of Human Resource Management HR This conversational and engaging text is designed to enhance online and distance learning and covers nearly all topics and competencies recommended by Society of Human Resource Management SHRM and Human Resource Certification Institute HRCI including human resource functions strategy planning legal context employee relations talent acquisition training and development performance management total rewards health safety and labor relations Every chapter is filled with real world examples and activities based on current and emerging issues designed to strengthen student comprehension and increase student engagement

Handbook of Research on the Role of Human Factors in IT Project Management Misra, Sanjay, Adewumi, Adewole, 2019-09-27 The role humans play in the field of information technology continues to hold relevance even with the industry's rapid growth People contribute heavily to the physical cognitive and organizational domain of computing yet there is a lack of exploration into this phenomenon Humanoid aspects of technology require extensive research in order to avoid marginalization and insufficient data The *Handbook of Research on the Role of Human Factors in IT Project Management* is a collection of innovative research on the methods and applications of the task of human characteristics in the design and development of new technology While highlighting topics including digitalization risk management and task analysis this book is ideally designed for IT professionals managers support executives project managers managing directors academicians researchers and students seeking current research on the dynamics of human influence in technological projects ICMLG2013 Proceedings of the International Conference on Management, Leadership and Governance, 2013

The Recruiter's Handbook Sharlyn Lauby, 2018-01-30 Effective recruiting is more than filling jobs It's about building trust and shaping organizational culture The *Recruiter's Handbook* offers a comprehensive step by step guide to the entire recruiting process written by HR Bartender's Sharlyn Lauby SHRM SCP With expert insights tools and proven strategies the book helps HR and talent acquisition professionals shorten learning curves avoid legal missteps and create meaningful candidate experiences It also includes specialized guidance on inclusive hiring practices recruiting veterans and ex offenders and building mentorship and internship programs Ideal for both new

and experienced recruiters this practical guide is a trusted resource for building stronger teams and better hiring outcomes

SHRM-CP/SHRM-SCP Certification All-in-One Exam Guide Dory Willer, William H. Truesdell, William D.

Kelly, 2018-12-21 Take the SHRM Certified Professional SHRM CP and SHRM Senior Certified Professional SHRM SCP exams with complete confidence This integrated exam preparation system delivers 100% coverage of all topics for both the SHRM Certified Professional SHRM CP and SHRM Senior Certified Professional SHRM SCP exams To aid in self study each chapter includes Exam Tips that highlight key information summaries that reinforce salient points and end of chapter questions that are accurate to the content and format of the real tests Fulfilling the promise of the All in One series this comprehensive reference serves as a study tool AND a valuable on the job reference that will serve HR professionals well beyond the exams SHRM CP SHRM SCP Certification All in One Exam Guide features real world examples and sidebars that offer insight and call out potentially harmful situations Written by a team of HR professionals and experienced educators Features full coverage of all functional areas within the SHRM Body of Competency Knowledge BoCK Electronic content includes Test engine that provides full length SHRM CP and SHRM SCP practice exams as well as customized quizzes by exam topic Human Resource Management in Mexico - 2nd Edition Pramila Rao, 2015-01-01 The main objective of this book is to provide students scholars and practitioners a detailed background on the human resource management HRM practices in Mexico This book provides ten distinguishing chapters that focuses on the core functions of HRM in Mexico The book took almost a year Oct 2013 to Aug 2014 to complete Scholarly and institutional databases were diligently searched for relevant articles for each chapter This book has 27 tables that provide important information on key current concepts There are two appendices providing valuable information on Mexican staffing practices This edition has a new chapter that has live interviews with four professionals who have relevant experience in Mexico There is paucity in obtaining consolidated information on Mexican HRM practices This book addresses this dearth in the international management literature by providing individual chapters on the different HRM practices adopted in Mexico This book will be beneficial for practitioners also as each chapter provides an implication section for business leaders **The Agile Organization** Linda

Holbeche, 2023-06-03 The key to retaining competitive advantage in a volatile business world is agility The third edition of The Agile Organization shows how to develop capabilities across the organization to adapt With helpful checklists tips and advice this is a practical blueprint to building both agility and resilience at individual team and organizational levels It covers how to design agile organizations as well as how to implement agile models into existing organizations and people practices There is guidance on how agility can be applied to talent management flexible working patterns and the importance of mobilizing and energizing employees for change This edition contains new material on agile mindsets and enterprise agile planning alongside how hybrid forms of working can enhance resilience There is also extended material on how inclusion and wellbeing initiatives can support individual resilience and innovation to improve performance across the organization Case

studies include ING the University of California Berkeley the UK National Health Service NHS and SNC Lavalin s Atkins business This book is an essential read for HR and OD specialists senior leaders and managers who want transform their organization and build an agile business

PHR/SPHR Professional in Human Resources Certification All-in-One Exam Guide Dory Willer, William H. Truesdell, 2014-12-12 An all new exam guide for the HR Certification Institute s Professional and Senior Professional in Human Resources certifications PHR SPHR Professional in Human Resources Certification All in One Exam Guide offers 100% coverage of all objectives for both the Professional in Human Resources PHR and Senior Professional in Human Resources SPHR exams Each chapter includes Exam Tips that highlight key exam information a chapter summary and end of chapter practice questions This authoritative resource also serves as a valuable on the job reference Real world examples as well as Notes Tips and Cautions provide professional insight and call out potentially harmful situations Covers all official objectives for both the PHR and SPHR exams Special HR at Work sidebars provide actual examples of policies and procedures at work Electronic includes two practice exams and worksheets

The Routledge Companion to Human Resource Development Rob F. Poell, Tonette S. Rocco, Gene L. Roth, 2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD professionals alike

Research Anthology on Business Aspects of Cybersecurity Management Association, Information Resources, 2021-10-29 Cybersecurity is vital for all businesses regardless of sector With constant threats and potential online dangers businesses must remain aware of the current research and information available to them in order to protect themselves and their employees Maintaining tight cybersecurity can be difficult for businesses as there are so many moving parts to contend with but remaining vigilant and having protective measures and training in place is essential for a successful company The Research Anthology on Business Aspects of Cybersecurity considers all emerging aspects of cybersecurity in the business sector including frameworks models best practices and emerging areas of interest This comprehensive reference source is split into three sections with the first discussing audits and risk assessments that businesses can conduct to ensure the security of their systems The second section covers training and awareness initiatives for staff that promotes a security culture The final section discusses software and systems that can be used to secure and

manage cybersecurity threats Covering topics such as audit models security behavior and insider threats it is ideal for businesses business professionals managers security analysts IT specialists executives academicians researchers computer engineers graduate students and practitioners

Managing Fashion Kaled K. Hameide, 2020-11-19 The fashion industry is a multibillion dollar global industry with a variety of organizational structures and a multitude of challenges Such scope triggered the recent rise in management programs in the U S and Europe aiming to produce and train young managers to meet such global and diverse challenges Managing Fashion covers the fashion business with a twist a management twist Its goal is to tackle the topics from a fashion manager perspective referencing relevant management concepts and theories thus offering a deeper and more practical dimension to the issues addressed It offers a balanced mix of fashion and management theory and application as well as creating an opportunity for analysis and critical thinking Discussions throughout the book are supported by specially developed case studies and relevant examples taken from the fashion industry It is an opportunity to expose the fashion student or reader as well as aspiring fashion managers to a more practical approach to fashion theories and issues Managing Fashion will serve as a core text for Fashion Studies Fashion Entrepreneurship and Fashion Merchandising majors as well as for special business degrees and management certificates targeting the fashion industry

Turning Gen Y On Marion Neubronner, Recent polls throughout the world have reported workplace tensions between Generation Y and their colleagues from previous generations The rise of Generation Y has indeed brought a new set of challenges to those who must manage them due to differences in perspectives working ethics and priorities Generation Y represents what will soon be the largest percentage of the global workforce Failing to find a way to tap into the potential of the Millennial Generation would prove to be catastrophic to any company that s serious about its survival and growth Turning Gen Y On is based on years of in depth research and real world experience and direct feedback from managers leaders and Gen Ys themselves This book was written to help you understand the Gen Ys without pre conceived judgment while providing you with best practices on recruiting onboarding retaining grooming and appraising your Millennial talents to help your organisation succeed

Managing Human Resources Susan E. Jackson, Randall S. Schuler, Steve Werner, 2017 This twelfth edition is the first to be published by Oxford University Press Eleven editions were previously published by Cengage Learning

Understanding the High Performance Workplace Neal M. Ashkanasy, Rebecca J. Bennett, Mark J. Martinko, 2016-06-10 This book asks the crucial question When does high performance supervision become abusive supervision As more organizations push to adopt high performance work practices HPWP the onus increasingly falls on supervisors to do whatever it takes to maximize the productivity of their work teams In this rigorous research based volume international contributors offer insight into how and when seemingly beneficial workplace practices cross the line from motivation to abuse By reviewing critical issues in both high performance work practices and abusive supervision it illuminates the crossover between these two modes of work and forges a path for future scholarship

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