



FOURTH EDITION

MANAGING PEOPLE

A PRACTICAL GUIDE FOR FRONT-LINE MANAGERS

ROSEMARY THOMSON AND EILEEN ARNDT



Managing People A Practical Guide For Line Managers

Michael Armstrong



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Managing People Michael Armstrong, 1998 Armstrong looks at the role and responsibility of the line manager as a personnel manager covering topics such as employee development performance management health and safety issues and the legal framework

Introduction to Marketing Geoffrey A. Lancaster, Michael Armstrong, 2009-03-01 Line Managers Are Increasingly Having To Take On Responsibility For Such Personnel Matters As Recruitment Discipline Pay And Training And Michael Armstrong's New Book Deals With This Topical Issue Focusing On What Line Managers Need To Learn About These Areas And How They Can Apply This Knowledge At Work

Managing People Rosemary Thomson, Eileen Arney, Andrew Thomson, 2015-03-02 This updated and exciting fourth edition of *Managing People A Practical Guide for Front Line Managers* addresses the growing needs of front line managers who are not themselves specialists in personnel management but whose roles require them to have these skills A growing trend over the last two decades has given these managers an increasing amount of responsibility of direct line management which can be extremely challenging especially if the correct training is not given This book examines how the different parts of managing people fit together whilst acknowledging that different contexts require different approaches and recognizing ongoing organizational environmental and legal changes that affect the employment framework It recognizes the rapidly changing context in which modern front line managers have to operate and acknowledges the increasing expectations of good leadership as a necessity However the book also emphasizes the need for front line managers to understand themselves their own management styles and attitudes together with the importance of empathy in appreciating the perspectives of the staff that work under them *Managing People A Practical Guide for Front Line Managers* is designed for both new managers and for NVQ SVQ Level 4 students It is also appropriate for the first stages of Foundation Degrees and for HND courses combining academic study with workplace learning

A Handbook of Management and Leadership Michael Armstrong, Tina Stephens, 2005 Providing guidance on the processes of management and leadership this work presents particular reference to what managers and aspiring managers need to know about the skills of management and approaches to effective leadership

Managing People Rosemary Thomson, Andrew Thomson, 2012-05-04 *Managing People* addresses the perspective of the individual manager whose role includes the management of people as well as issues concerning the organization as a whole The theme of the book is about responding to organizational and environmental change and the people skills that will be required for this in the twenty first century A system model of how the different parts of HR fit together is included with the acknowledgement that different contexts require different approaches and the role of the individual manager is considered within them The stakeholder perspective is examined as it affects the management of people and links human resource management policy and practice to financial results This new edition also reflects the modern move towards performance management as an organizational business strategy The role of leadership at all levels of the organization is also emphasized There is a new

chapter on managing challenging situations such as the management of diversity power stress and conflict as well as the handling of grievances and discipline Another new chapter pulls together the increasingly important aspects of the legal regulation of behaviour at work and stresses the move from collective relationships to individual rights in the workplace This text is suitable for use on the Chartered Management Institute Diploma level modules on recruitment and selection managing performance and developing teams and individuals It is also to be used for NVQ courses in HRM at levels 4 and 5 and is valuable for HR Professionals and line managers

Managing People Sheila Marson, 1990-11-11 The delivery of modern nursing care is essentially a team effort that is a team whose individuals co operate with one another to achieve high standards This book drawing on the expertise of successful nurse managers a nurse educator and a management lecturer provides the reader with tools to enable him or her review and develop their people management skills The tools are in the form of exercises and activities designed to help the reader apply theory to practice and to take the learning back to the work place Topics covered in *Managing People* include leadership team building creating a learning climate and monitoring performance

Line managers' resource Social Housing Focus Trust (South Africa), 2009

The Practical Guide to Managing Human Resources in Hospitality, Hotels and Events Jennifer Kaye, 2025-12-24 Taking a practical approach this insightful book provides key guidance and insights from HR professionals working in hospitality hotels and events showing how aspects of HR are facilitated in the working world using case studies and practical examples to elucidate theory With contributions from a range of industry HR professionals this volume aims to enhance the comprehension of a range of practical HR related issues facing the hospitality hotels and events industries This includes guidance on the recruitment process fair recruitment practices contract types onboarding training appraisals reward and performance management amongst many other topics This book will contain real life experiences complementing the ideal process that HR follows when recruiting onboarding training monitoring performance and when rewarding staff The book also considers legal issues faced by an industry which continues to handle staffing challenges alongside post Brexit and Covid pandemic shortages International in scope this volume is a pivotal resource for college and university level students studying hospitality hotel or events management subjects as well as those with a general interest or career in HR or management such as those with an involvement in planning hospitality staffing or individuals responsible for planning corporate charitable or private events

Managing People Hall, Alison, 2003-10-01 This work is a practical guide to people management for line managers in Higher Education It guides readers through the employment cycle from recruitment to parting company addressing en route those issues that cause line managers to lose most sleep

Line Managers' Resource , 2013 This resource is written for managers We recognise that workplace settings are very diverse but much of this guide will be relevant wherever you work It offers practical advice on managing and supporting all your staff including employees who are experiencing stress and distress From page 3

Recruiting, Managing and Developing People with a Disability Or Health Condition , 2020

How to Manage People Michael Armstrong, 2008 How to Manage People is a practical new book from bestselling author Michael Armstrong A distillation of all his knowledge and experience it provides advice to managers and team leaders on how to manage people in their teams getting the best results from them and dealing with any people problems that may arise Many managers have to do their job without HR advice and this book is particularly designed to meet their needs It covers every aspect that involves getting things done through people including leadership motivating people team building delegating interviewing managing performance developing and rewarding people managing change and handling people problems Concise yet comprehensive How to Manage People provides vital support for every front line manager and should be essential reading for anyone who wants to get the best results from their staff **EBOOK: Managing People** Alison Hall, 2003-10-16 The most important asset of any university or college is its staff yet the majority of line managers in higher education institutions are not appointed on the basis of their experience or expertise in managing people This book is a practical guide to people management for these managers With contributions from Professor Robin Middlehurst Tom Kennie and Catherine Simm Alison Hall guides readers through the employment cycle from recruitment to parting company addressing en route those issues that cause line managers to lose most sleep Illustrated throughout with case studies and examples of best practice the book provides a guide to effective and legal recruitment and selection managing the crucial early days of an appointment leadership team building measuring performance and appraisal managing tricky situations such as sickness absence discipline stress harassment and grievances handling the end of an employment relationship fairly Managing People will be essential reading for HE managers staff in Human Resource departments consultants and students and staff involved in HR courses *Managing Best Practice*, 2001 The British National Bibliography Arthur James Wells, 2006 *ASCON Journal of Management*, 2003 **Line Manager's Resource** Shift (Organization), 2007 **People Management**, 2009 How to Manage People Michael Armstrong, 2025-05-03 Bestselling author Michael Armstrong provides valuable insight into the skills required to be an effective manager helping you get the best from your staff through motivation reward and leadership This fully updated 6th edition now features even more practical exercises useful templates and top tips alongside advice on managing virtual teams enhancing employee engagement and managing conflict Essential reading for anyone who wants to get the best from their teams How to Manage People distils the essence of good management into one handy easy to use book The Creating Success series of books Unlock vital skills power up your performance and get ahead with the bestselling Creating Success series Written by experts for new and aspiring managers and leaders this million selling collection of accessible and empowering guides will get you up to speed in no time Packed with clever thinking smart advice and the kind of winning techniques that really get results you'll make fast progress quickly reach your goals and create lasting success in your career *Managing Good Governance* Michael Shattock, 2006-07 The author addresses university governance as extending throughout an institution from the governing body to senates academic

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