

THE ORGANIZATIONAL AND HUMAN RESOURCES SOURCEBOOK

Second Edition

Douglas B. Gutknecht
Janet R. Miller



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The Organizational and Human Resources Sourcebook Douglas B. Gutknecht,Janet R. Miller,1990 This text presents many of the organizational and human resource challenges that organizational leaders managers staff and employees will face as we enter a more complex and competitive 1990 s The authors explore old and new ideas frameworks models techniques and strategies that can be utilized at all levels to more effectively handle the new demands and dangers that constant change is exposing This second edition has been extensively revised and rearranged Section One now becomes Organizational Theory and Behavior which is divided into seven chapters Organizational Structure Classical Human Relations and Human Resource Theory Contingency and System Design Theories Personality and Job Design Models Contemporary Motivation Theories and Applications Communication and Group Behavior Leadership Theories Skills and Managerial Implications Section Two is now titled Strategic Human Resource Management and is divided into two large chapters Strategic HR Assessment Planning and Management and Strategic Performance Management Section Three becomes Human Resource Development Integrating Training Management and Career Development which is divided into three chapters Training and Development Management Development and Career Development Section Four Organization Development is divided into three chapters The Nature of Planned Change Organization Development Interventions and Organization Development Consultants and the Consulting Process

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listening and interpersonal communication offers current analysis utilizing a broad base of information and research and Establishes links between organizational communication and perceptions theory networks and symbolic behavior Building on the successful foundation of the first volume this second edition has been thoroughly revised reflecting the current state of organizational communication theory and research Highlights of this edition include extensive topical coverage integrated discussion of change diversity and digital age issues in all chapters updated analysis of major issues and influences in organizational communication and real world examples As an accessible and practical examination of organizational communication this textbook is an excellent course text and serves as a valuable resource It is intended for use in organizational communication leadership organizational development and organizational intervention courses at the advanced undergraduate and graduate levels

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