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# Human Resource Policies

# Managing Resourceful People Human Resource Policy And Practice

**Mike Fazey**



## **Managing Resourceful People Human Resource Policy And Practice:**

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Maak, Ken Parry, 2019-02-14 This book seeks to answer the question of leadership for what We shall outline an answer by focusing on responsible leadership of purpose through an inter disciplinary perspective Responsible leadership moves the axis of leadership from leader followers to leader stakeholders away from looking at leadership as person centric the qualities abilities and effectiveness of the leader to a focus on the purposes responsibilities and activities of leadership Leadership orientation is about realising value for a range of constituencies not just the shareholders of the business In this way this book offers up an alternative business model to that of dominant neo liberal approaches to capitalism and its flow on effect to the leadership project This is a model that draws on a most obvious assumption if leaders maximise the use of all the capitals of their business they will maximise their dividends and thus deliver their responsibility to the shareholders as well as other relevant stakeholders This book explores how five dividends based on five capitals can be developed through attention to a sixth dividend and sixth capital the dividend from our planet and communities The planetary dividend is the flourishing of humanity but it is also a significant dividend to the business For example by engaging the business in a purpose led orientation to enhance the planetary dividend the dividend from human resourcefulness becomes manifest employee sense of purpose commitment passion and energy The realisation of such can also connect with dividends from innovation operations and brands For example the business benefits from a purpose driven brand In short responsible leadership of purpose outlines a case for leadership to focus on a connected portfolio of good dividends as an answer to the question leadership for what The book is written by academics and organisational leaders It draws on a range of research with leaders from a variety of contexts to illustrate the challenges but also the benefits of this argument It is an ambitious book ambitious in terms of moving leadership towards realising purpose ambitious by seeking to align a range of business disciplines around responsible leadership and ambitious because it challenges the dominant assumptions that shape business leadership However it is based on a simple question why would a business not wish to generate good dividends for all its stakeholders

**Human Resource Management, 11th Edition** Raymond J. Stone, Anne Cox, Mihajla Gavin, Joseph Carpini, 2024-06-04

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writing and implementation of HR policies The book also examines 16 important policy areas and discusses the various policy options that might apply depending on the organisation's nature the legal framework that applies to it and its strategic needs

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