



Managing People At Work

Peter Makin, Cary L. Cooper, Charles Cox

Managing People At Work:

Managing People at Work John Wallace Hunt,1979 Managing People at Work Dale S. Beach,1971 Compilation of writings on trends in personnel management organisational behaviour human relations and labour relations in the USA covers employment policy recruitment procedures performance records training programmes management development employee motivation leadership the supervisory function joint consultation communication discipline grievance procedure job evaluation safety training collective bargaining etc References 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

Human Resoure Management: Managing People at Work , Behavior Management Lawrence M. Miller,1978 *Organizational Behavior* Donald D. White,David A. Bednar,1986 Managing People at Work Julian Randall,Allan J. Sim,2013-11-07 This book arises from the need of students who have little or no threshold knowledge of human resource management HRM but who need to link it to their studies in other subjects Managing People at Work encourages readers to examine the underlying concepts that reach out beyond discrete disciplinary boundaries and require connection with theories from different disciplines and their common practice wherever it applies to people within a company The book also addresses the need to understand and contribute to the strategic discussions which are expected in senior management forums The book describes the links between company strategy human resource HR planning and implementation using cost benefit analysis to illustrate the hard and soft approaches to HRM It also looks at evaluating the results of HR in terms of both efficiency and effectiveness in the main management interventions that lie within the human resource development activities Students are aided with their understanding by

activities that lie at the end of each chapter These exercises can be done individually or in tutor led groups This book makes clear the links between HRM organizational behaviour and strategy and the theory of HRM is linked to its claimed HR outcomes sometimes referred to as strategic integration commitment quality flexibility This book helps to provide MBA and Master s postgraduate students and those on management trainee programmes or accelerate promotion career paths with a more detailed understanding of these theories and how they drive the organization s strategy and decisions about its people at work

Organisations and the Psychological Contract Peter Makin,Cary L. Cooper,Charles Cox,1996-04-11 This is an excellent text for practising managers and students on management and occupational psychology courses It deals with all aspects of organisational life from recruitment and selection to motivation leadership and organizational change The book provides a comprehensive coverage of all aspects of behaviour at work

Personnel Dale S. Beach,1985 Managing people at work John W. Hunt,1992 Managing of People at Work Murali Chemuturi,Vijay Chemuturi,2022-09-01

The organizational environment in the 21st century is not what it was in the 20th Century It metamorphosed with bulk outsourcing and computer based decision support tools and easily coupled with low cost PC hardware which has created improvements in the productivity of the people resulting in the reduced numbers Managers of today manage the results expected of the position rather than managing to get things done as it was expected In the physical sciences academia leads the industry whilst in social sciences like management marketing and economics industry leads academia To bridge the knowledge gap that exists between theory and practice two practitioners from the industry have authored Managing People at Work A New Paradigm for the 21st Century

Self-Confidence... for Managing People at Work Tony Richards,2010-08

Managing people at work is more about getting others to follow than about telling them what to do The strength of leadership comes from the empowerment invested by those being lead Be the best manager and others will follow There is nothing more disastrous in business than appointing a manager of people who lacks the confidence and knowledge to be a great leader This is a common occurrence for companies that promote their best employee and then fails to provide the training required for confident self management or management of others When self confidence training for candidates and appointees is successfully applied those who will be the greatest leaders will stand out There is nothing more rewarding for a business than to have confident managers leading employees who choose to follow This book will provide a proven process to gain and maintain self confidence that lasts forever When managers know how self confidence works they have a great gift that offers unlimited potential for their and their companys success

The Complete Idiot's Guide To Managing People, 3e Arthur Pell,2012-09-14 Tap the talent and get the most from your team The solution to every new manager s problems this fully updated and revised guide shows how to get the most and the best from one s staff and covers leadership team management delegation reward discipline systems and more New to this edition updated information on working with employees on goal and career management downsizing and laying off employees sexual harassment and EOE interviewing

techniques and more Updated and revised with updates on layoffs sexual harassment interviewing and more Pell is an expert in his field with 50 years in HR and teaching experience **A Manager's Guide to the New World of Work** MIT Sloan Management Review, 2020-07-21 Insights from organizations that are navigating the novel challenges of the digital workplace How can technology and analytics help companies manage people Why do teams working remotely still need leaders When should organizations use digital assessment tools for gauging talent and potential This book from MIT Sloan Management Review answers questions managers are only beginning to ask presenting insights and stories from organizations navigating the novel challenges of the digital workplace Experts from business and academia describe what s worked what s failed and what they ve learned in the new world of work They look at strategies that organizations use to help managers and employees adapt to the fast changing digital environment from the benefits of wool gathering to the use of anonymous chats examine digital tools for collaboration including interactive spreadsheets and analytics that increase transparency and discuss such big picture trends as expanded notions of value and new frontiers in upskilling A detailed case study produced by MIT Sloan Management Review in collaboration with McKinsey Company explores how IBM reimagined talent and performance management with the goal of increasing employee engagement Contributors Steve Berez Ethan Bernstein Josh Bersin Matthew Bidwell Ryan Bonnici Tomas Chamorro Premuzic Rob Cross Chris DeBrusk Federica De Stefano Thomas H Davenport Angela Duckworth Ken Favaro Lynda Gratton Peter Gray Lindred Greer John Hagel III Manish Jhunjhunwala David Kiron Frieda Klotz David Lazer Massimo Magni Likoebe Maruping Kelly Monahan Will Poindexter Reb Rebele Adam Roseman Michael Schrage Jeff Schwartz Jesse Shore Brian Solis Barbara Spindel Anna A Tavis Adam Waytz David Waller Maggie Wooll **Managing People in the Hybrid Workplace** Kay Maddox-Daines, 2023-05-23 Managing People Effectively in a Hybrid Workplace is designed to ensure that both aspiring and experienced people professionals are equipped with in depth knowledge of how workplace structures are being disrupted by new technology and working models It explores analytics and capability to provide evidence based insights that can shape employee experiences support adaptation to changing business conditions navigate risk drive workplace performance harness collaboration and open up new possibilities for HR and the organisation The book has been designed both as a text to support students studying HRM on university programmes and as a handbook for professionals wishing to update their knowledge in contemporary HRM The book also supports the core and specialist knowledge and core behaviours in the CIPD Profession Map **The New Art of Managing People** Tony Alessandra, 1986-07-17 A fully revised and updated edition of The Art of Managing People offering the latest wisdom on crucial guidelines and techniques for creating a positive work environment and increasing productivity and profitability From the award winning authors of the bestselling management classic comes the revised and updated edition of The New Art of Managing People featuring eight new chapters on important contemporary business issues such as ethics diversity managing conflict and creating high performing teams When a manager establishes a friendly yet productive

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Quick,1993-03-01 Noted management authority Thomas Quick has identified and solved more than 200 specific situations involving work relationships Comprises one of the handiest most useful sources for solving the daily people problems that hinder optimal performance as well as a no nonsense guide to developing managerial skills including leadership decision making motivation performance appraisal problem solving guiding meetings and teams career advancement and much more

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they enter the world of work in a managerial role It is a concise text that focuses on providing students with all they need to know to equip them with a comprehensive understanding of the role the non HR manager plays in the day to day running of an organization The author s deep understanding and wide ranging knowledge of the subject matter means that the text is firmly founded on the latest research while the case studies topical and international examples and experiential exercises that form a fundamental part of the book ensure that theory is always clearly applied to real world practice This text is an essential companion for MBA and postgraduate students who are studying modules on Human Resource Management or Managing People but who are non HRM specialists and do not require the exhaustive detail found in other HRM texts It is also suited for use alongside upper level undergraduate modules on these topics on mainstream business degrees

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