



Managing People In Organisations

Gabarro

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Managing People Jane Weightman,2004 The new IPD core management standards define the essentials for competently managing and developing people and are compatible with an N SVQ at level 4 in management This book offers an introduction to working with people Skills of Management and Leadership W. David Rees,Christine Porter,2017-09-16 This core textbook co authored by two experienced academics who have also worked in industry and consultancy is a concise introductory text focusing on the core skills of managing people in organisations With a strong emphasis on people management it addresses the needs of those in managerial and leadership roles and identifies the skills needed to handle the growing range of managerial responsibilities such as prioritization delegation disciplinary and performance handling and negotiation Packed with real life examples of management in practice this text explores the key original concepts of the managerial escalator the hybrid manager and the managerial gap The book s extensive range of pedagogical features found throughout each chapter alongside the text s clear and accessible style provides students with a step by step guide through such essential themes as motivation communication recruitment and selection development negotiating skills and workplace counselling This is the ideal introductory text for undergraduate and postgraduate management students as well as for those in the workplace who are likely to acquire managerial responsibility

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 Organizational Behaviour Paul E. Smith,Wendy Yellowley,Christopher J. McLachlan,2020-10-26 Clear concise and written by experts currently lecturing in the field Organizational Behaviour focuses exclusively on what you need to know for success in your business course and today s global economy The text brings

together a vast range of ideas models and concepts on organizational behaviour from an array of fields such as psychology sociology history economics and politics This information is presented in bite sized digestible pieces to create an accessible and engaging style that makes it the perfect text for introductory courses covering organizations Key features include a clear and thought provoking introduction to organizational behaviour relevant cutting edge case studies with global focus hot topics such as eOrganizations ethics and diversity keeping you up to date with current business thinking further reading summaries activities key theme boxes and review questions to help reinforce your understanding This textbook will be a valuable resource for students of business and management studies organization studies psychology and sociology

Managing People at Work John Wallace Hunt,1979 *Managing People and Organizations in Changing Contexts* Graeme Martin,2006 Managing People and Organizations in Changing Contexts addresses the contemporary problems faced by managers in dealing with people organizations and managing change in a theoretically informed and practical way This textbook is a contemporary and relevant alternative to the standard works that cover material on Organization Behaviour and Human Resource Management because it approaches people management from the perspective of managers and aspiring managers The book has an international orientation and many of the cases and examples in the book reflect this It addresses the problems that managers face in managing people in old and new economy organisations and is interdisciplinary in its approach including contributions from management organisational behaviour HRM strategy marketing and reputation management and technology This text meets the requirements of managers leaders and students in managing people in contemporary and changing contexts Managing People and Organizations in Changing Contexts offers a contemporary and relevant edge with an original structure awareness of international and current trends and up to the minute detail cases based on original research and consulting experience new material on the role of management and leadership technology and reputation management and covers much of the material for CIPD s core management standards material that has been tested with managers and students in Europe the USA and Asia a website on <http://textbooks.elsevier.com> providing international cases and answers to cases links to websites etc for tutors [HBR's 10 Must Reads on Managing People, Vol. 2 \(with bonus article "The Feedback Fallacy" by Marcus Buckingham and Ashley Goodall\)](#) Harvard Business Review,Marcus Buckingham,Michael D. Watkins,Linda A. Hill,Patty McCord,2020-03-24 Are you a good boss or a great one Get more of the management ideas you want from the authors you trust with HBR s 10 Must Reads on Managing People Vol 2 We ve combed through hundreds of Harvard Business Review articles and selected the most important ones to help you master the innumerable challenges of being a manager With insights from leading experts including Marcus Buckingham Michael D Watkins and Linda Hill this book will inspire you to Draw out your employees signature strengths Support a culture of honesty and civility Cultivate better communication and deeper trust among global teams Give feedback that will help your people excel Hire reward and tolerate only fully formed adults Motivate your employees through small wins Foster

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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 *Human Resource Management* Stephen Taylor,Carol Woodhams,2022-09-03 Human Resource Management People and Organisations provides thorough coverage of key HR topics and their context to enable students to excel in their academic studies and begin a successful career as a people professional Now fully updated for a third edition Human Resource Management People and Organisations covers everything from essential UK employment law and managing the employment relationship through to resourcing and workforce planning employee engagement and reward management There is also expert discussion on organisation design and development as well as advice on how to improve organisational performance This edition now includes brand new chapters on people management in an international context wellbeing at work and equity diversity and inclusion This book is fully supported by a range of pedagogical features including learning outcomes to summarise the content that will be covered in each chapter and track progress reflective activities to consolidate learning and further reading suggestions to aid wider engagement with areas of particular interest Case studies throughout also help students understand how the theory applies in practice It is ideal reading for anyone studying the CIPD Associate Diploma in People Management as well as those in the early stages of their career in HR Online resources include PowerPoint slides a lecturer guide and annotated web links

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