

# Human Resource Management Theory And Practice Macmillan Business

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*Chukwuemeka Nwachukwu Ernest Dale*

textbook on business management covers managerial job requirements business organization scientific management personnel management decision making management in developed countries and in developing countries planning and forecasting etc and includes future trends in the use of computers operational research etc organisational diagrams

jit s chandan is a professor of management in the department of business administration at medgar evers college city university of new york he previously taught at new york institute of technology and at baruch college city university of new york in the areas of management organizational behaviour and quantitative methods he has been teaching at the college level for the last 37 years dr chandan holds a doctorate from delhi university faculty of management and has authored many textbooks and published many articles in professional journals some of his books published by vikas include fundamentals of modern management management theory and practice business statistics essentials of linear programming statistics for business and economics and management concepts and strategies

in discussing a management topic scholars educators practitioners and the media often toss out the name of a theorist taylor simon weber or make a sideways reference to a particular theory bureaucracy total quality management groupthink and move on as if assuming their audience possesses the necessary background to appreciate and integrate the reference this is often far from the case individuals are frequently forced to seek out a hodgepodge of sources varying in quality and presentation to provide an overview of a particular idea this work is designed to serve as a core reference for anyone interested in the essentials of contemporary management theory drawing together a team of international scholars it examines the global landscape of the key theories and the theorists behind them presenting them in the context needed to understand their

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building on the rapidly developing interest in guru theory and management fashions this book introduces the idea of scriptive

reading to readers of management

this book explains how to bridge the divide between theory and practice in a specific concrete and easy to relate manner drawing on real life personal accounts of how students have used classroom taught theories and skills in their jobs practical guidelines are included to help the reader use these lessons in their everyday lives

the book has been specially created for b com m com and other professional courses at the end of every chapter questions and answers have been given for the better preparation of the students and the teachers of the subject

this is a fascinating investigation of the history of management theory in terms of four interdependent history shaping forces 1 socioeconomic thinking 2 technological development 3 organizational size and 4 marketplace pressures the book shows not only how management has become as much of an art as a science but also where it is heading

chapter 1 nature and functions of management chapter 2 development of management thought chapter 3 social responsibilities of business chapter 4 business ethics and value based management chapter 5 the planning process chapter 6 objectives of business chapter 7 the strategic management process chapter 8 decision making chapter 9 organisation theory chapter 10 organisational structure chapter 11 delegation decentralization and span of management chapter 12 organisational culture and effectiveness chapter 13 change management and organisational development chapter 14 human resource management organisational context chapter 15 human resource development chapter 16 performance appraisal and development chapter 17 employee training chapter 18 directing morale committees and coordinating chapter 19 motivation concepts and theories chapter 20 communication chapter 21 leadership chapter 22 foundations of group behaviour chapter 23 controlling chapter 24 operations

management chapter 25 recent trends and paradigm shifts chapter 26 methods of case analysis index

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guide readers to sources for more detailed research and discussion key themes include nature of management managing people personality and perception managing motivation managing interactions managing groups managing organizations managing environments strategic management human resources management international management and diversity managerial decision making ethics and creativity management education research and consulting management of operations quality and information systems management of entrepreneurship management of learning and change management of technology and innovation management and leadership management and social environmental issues plus appendix of chronology of management theory plus appendix of central management insights

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