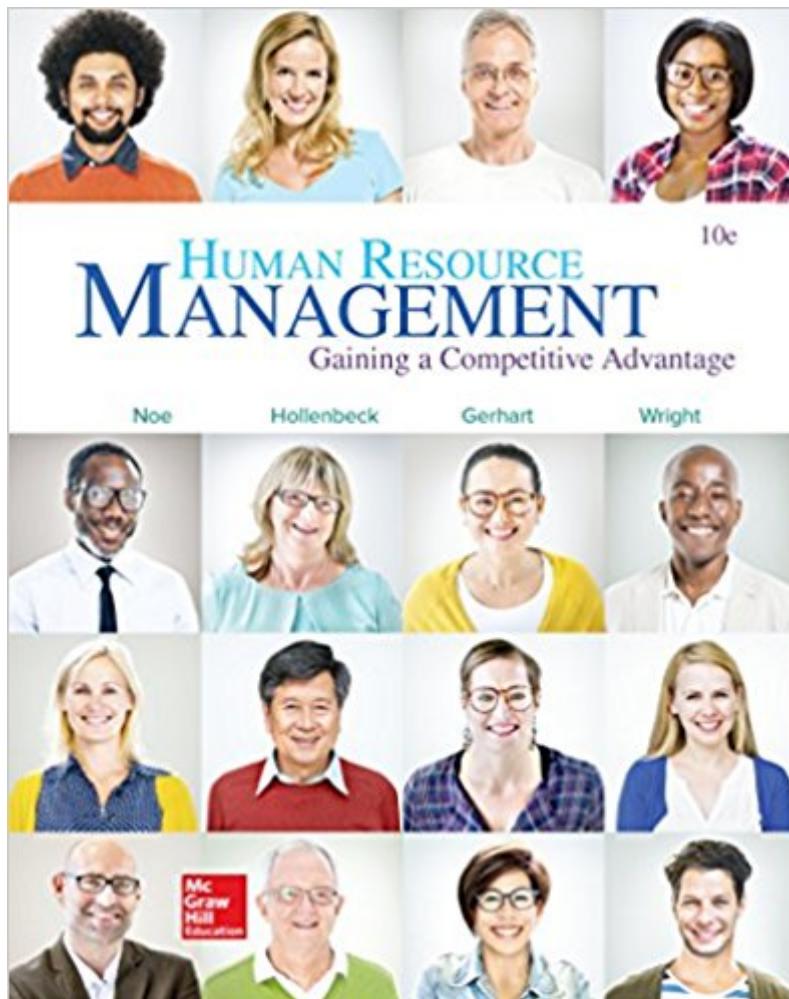


The book was found

Human Resource Management



Synopsis

Human Resource Management: Gaining a Competitive Advantage was developed to teach students how to strategically overcome challenges within organizations, and gain a competitive advantage for their companies. Its author's teamwork, diverse research, teaching, and consulting experience delivers a learning program strong in depth and breadth, and current in research and practice simply not found in other products.

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Customer Reviews

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consulted for a number of large organizations, including Comcast, Royal Dutch Shell, Kennametal, Astra-Zeneca, BT, and BP. He currently serves as a member on the Board of Directors for the National Academy of Human Resource (NAHR). He is a former board member of HRPS, SHRM Foundation, and World at Work (formerly American Compensation Association). In 2011, 2012, and 2013 he was named by HRM Magazine as one of the 20 “Most Influential Thought Leaders in HR.” BARRY GERHART is Professor of Management and Human Resources and the Bruce R. Ellig Distinguished Chair in Pay and Organizational Effectiveness, School of Business, University of Wisconsin-Madison. He has also served as department chair or area coordinator at Cornell, Vanderbilt, and Wisconsin. His research interests include compensation, human resource strategy, international human resources, and employee retention. Professor Gerhart received his BS in psychology from Bowling Green State University and his PhD in industrial relations from the University of Wisconsin-Madison. His research has been published in a variety of outlets, including the Academy of Management Annals, Academy of Management Journal, Annual Review of Psychology, International Journal of Human Resource Management, Journal of Applied Psychology, Management and Organization Review, and Personnel Psychology. He has co-authored two books in the area of compensation. He serves on the editorial boards of journals such as the Academy of Management Journal, Industrial and Labor Relations Review, International Journal of Human Resource Management, Journal of Applied Psychology, Journal of World Business, Management & Organization Review, and Personnel Psychology. Professor Gerhart is a past recipient of the Heneman Career Achievement Award, the Scholarly Achievement Award, and of the International Human Resource Management Scholarly Research Award, all from the Human Resources Division, Academy of Management. He is a Fellow of the Academy of Management, the American Psychological Association, and the Society for Industrial and Organizational Psychology.

The author writes smoothly and engages the audience with useful examples of what's being discussed. For example, the chapter on discrimination was peppered with case law in a way that made you want to know more. It could have been a very dry chapter, but the author has an engaging writing style. PS: There's a newer version of the book. Do not pay more than \$50 for the 12th edition, or \$30 for the global edition of the 12th edition. Happy learning:-)

Excellent price for this book. Got it in plenty of time for the class. Better than spending over 150 dollars for the same book.

I enjoy the author's humor and personal vignettes - he told us how Hurricane Katrina affected him, but other than that, I'm having a hard time being drawn in. I enjoy Human Relations, so it's not the subject. To be fair, this is an older edition. The newer edition(s) could be more livelier.

Great book

Great book for my first MHRM class. It provided me with a lot of insight on HR and examples on how things work in the professional world. I enjoyed reading the scenarios at the end of each chapter and thinking about my own point of view on how I would handle that type of situation.

Really good book

The book was in great condition and is what I needed for class, thanks!

great

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