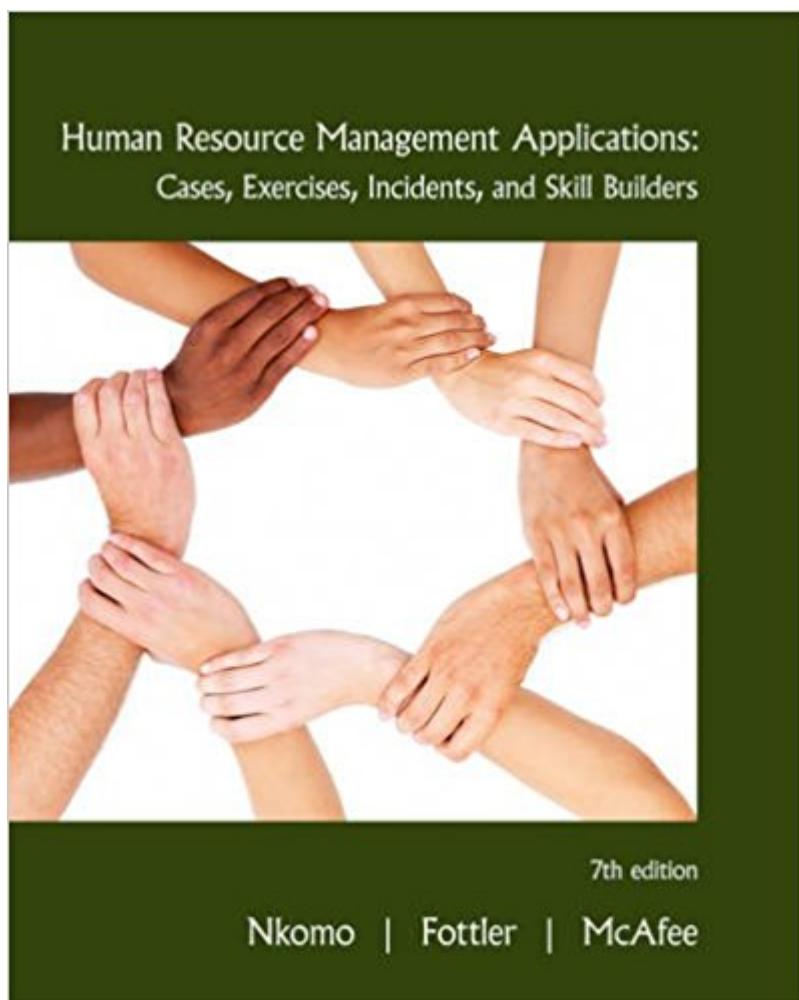


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# Human Resource Management Applications: Cases, Exercises, Incidents, And Skill Builders, 7th Edition



## **Synopsis**

Strengthen your practical understanding of today's human resource management (HRM) with this single source for actual cases, unique exercises and skill builders. HUMAN RESOURCE MANAGEMENT APPLICATIONS: CASES, EXERCISES, AND SKILL BUILDERS, 7E focuses on the abilities most important in HRM today with timely new cases and applications drawn from a variety of real organizations, including those in today's growing service sector. Learn to effectively handle some of today's controversial issues, such as environmentally friendly HR policies, the use of social networking, and same-sex benefits. This book perfectly complements your study of introductory human resource management with brief, yet powerful, exercises and a comprehensive project that helps you refine the skills most important for success in any HRM or business career.

## **Book Information**

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## **Customer Reviews**

"I have used different editions of this book for the past 8 years. This remains the only text in the market that offers a comprehensive source of everything and anything to do with Human Resource Management cases, vignettes and skill builders. Further, what appeals to me the most is the sheer variety of choices for each topic. One can choose from a comprehensive/integrative case that challenges students to analyze information from a variety of perspectives and encourages them to generate solutions that capture an integrated approach to HRM. One has a choice of shorter cases called 'incidents' that succinctly capture a key issue or a theme. These shorter cases and incidents have been updated each time to reflect the current trends in HR - from safety and violence at work,

to freedom of speech, illegal immigration and so on. Then there are several hands-on practical exercises and skill-builders that my students simply love because they get to actually get their hands dirty and engage in a particular HR activity within the safety of a classroom environment or at home. Many of my students actually keep the book after the class is over and use these skill-builders and exercises to train and/or coach their co-workers and subordinates. Because, this book does such a great job in keeping up with the current HR trends and translating them into "teachable moments" - it offers an excellent and valuable teaching tool that appeals to both instructors and students. One final comment - given that many of the cases and incidents in the book are grounded in some forms of a "real life" case, it makes the material so much more powerful and authentic to work with." - Romila Singh, PhD, University of Wisconsin, Milwaukee "I consistently use the Cases, Incidents, and Skill Builders. What I like about these is that they allow the students to apply the Human Resource Management information they have learned. Completing the Cases, Incidents, and Skill Builders provides students the opportunity to demonstrate their knowledge, comprehension, and application of the material. Hence, their mastery of the material." - Dr. Tina C. Elacqua, Le Tourneau University "The text is perfect for our course given that we want to focus on all areas of HR. The text is excellent in providing students practical and real-world cases, skill builders, etc. in which they may apply and develop their knowledge. I have found these to be very much aligned to situations they may actually encounter in the workplace." - Stacy Rogers, SPHR, CPRW, Sullivan University

Stella M. Nkomo serves as professor in the Department of Human Resource Management at the University of Pretoria. She is the former chair of the Department of Management at the University of North Carolina in Charlotte, North Carolina. She holds a Ph.D. in business administration from the University of Massachusetts. Dr. Nkomo is a former Scholar-in-Residence at the Mary Ingraham Bunting Institute of Radcliffe College and Harvard University. Dr. Nkomo's nationally recognized work on race and gender in organizations, managing diversity, leading change, and human resource management appears in numerous journals, edited volumes, and magazines. She has served on the editorial board of several management journals, including the Academy of Management Review; Organization; British Journal of Management; the Equality, Diversity and Inclusion: An International Journal; Journal of Managerial Psychology; Management Communication Quarterly; Work and Occupations; and the Journal of Management Education. She has written three successful books and is a former member of the executive board of the Human Resource Management Division of the Academy of Management. Most recently, she served as a member of

the Board of Governors of the Academy of Management. Dr. Nkomo has received numerous honors, including the Gender and Diversity in Organization Division Sage Scholarly Contributions Award in 2009. She received the Belk College of Business Research Excellence Award and the Bank of America Teaching Excellence Award during her tenure at the University of North Carolina. Dr. Nkomo also served on the Board of Governors of the Center for Creative Leadership. At the University of South Africa she received three awards for significant contributions to research. Myron D. Fottler is Professor of Health Care Administration and Executive Director of Programs in Health Care Administration at the University of Central Florida in Orlando, Florida. Previously, he served as Professor and Director of the Ph.D. Program in Administration-Health Services at the University of Alabama at Birmingham. He received his M.B.A. from Boston University and his Ph.D. in Business from Columbia University. His research interests include all areas of health services administration as well as stakeholder management, strategic human resources management, job design, and the impact of organizational restructuring. Dr. Fottler has served on a number of editorial review boards and currently serves on the editorial boards for Medical Care Research and Review and the Health Care Management Review. He is the founding and continuing co-editor of Advances in Health Care Management, an annual research volume. He has written 20 books, including numerous recent books focused on HR and strategic thinking for the healthcare industry. He has also written 140 journal articles and his research has won awards from the American College of Healthcare Executives, the American Association of Medical Administrators, and the Healthcare Management Division of the Academy of Management. He is a former Chair of the Healthcare Management Division of the Academy of Management and the Doctoral Education Faculty Forum of the Association of University Programs in Health Administration. His biography has been listed in numerous biographical publications, including International Dictionary of Business and Management Scholars, and Dictionary of American Scholars. R. Bruce McAfee is an Eminent Professor of Management at Old Dominion University in Norfolk, Virginia. He has a M.B.A. from the University of Michigan, a M.A. from the University of Detroit, and a Ph.D. from Wayne State University. He has written 10 popular HR books, including **ORGANIZATION BEHAVIOR**, **EFFECTIVELY MANAGING TROUBLESONME EMPLOYEES**, **PRODUCTIVITY STRATEGIES**, and **APPLICATIONS IN HUMAN RESOURCE MANAGEMENT**. He has also written more than 50 articles and conducted more than 50 in-house training sessions for various corporations.

This book is "not terrible". The downsides of the book is first, the print quality (looks like photocopies, sometimes not even good ones), and second, that some of the information is

inconsistent within the case studies. The book is in its 7th edition. In at least one of the case studies (so far I have finished less than 10 of them), the table of data used did not match the information presented in the text/explanation of the case study. Not too big of a problem except the wrong information appeared in the explanation of how to calculate some of the data. This is highly unfortunate because you don't want to teach people how to do calculations the wrong way. The good side of the book is that it can be used to facilitate good discussion. Some of the questions in the case studies are spot on. Its just a matter of not letting the "noise" of the downsides of the book to drown out the content.

Easy rental and exactly what I needed for one of my college courses. Priced great compared to having to purchase brand new.

Good case studies for student learning and analysis.

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Great book good cases to work on for class.

Very helpful text. One that I could not complete my required course work with. It is a very helpful text that can be used as a reference guide.

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