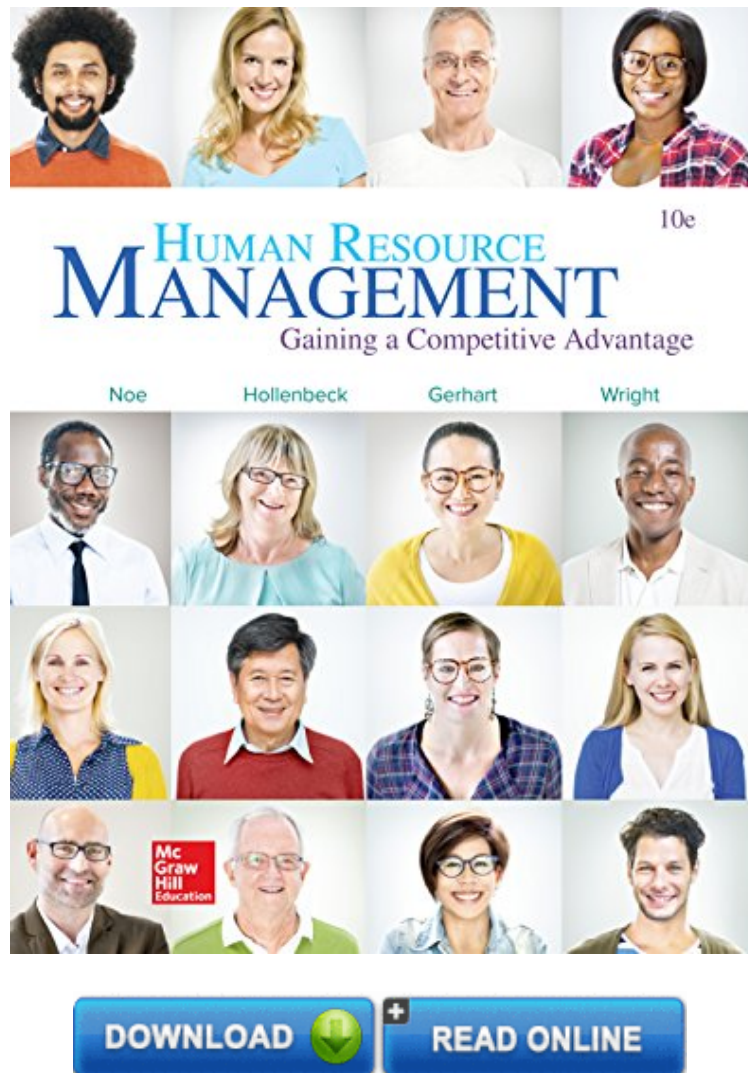


Human Resource Management

Raymond Noe

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Raymond Noe : Human Resource Management before purchasing it in order to gauge whether or not it would be worth my time, and all praised Human Resource Management:

1 of 1 people found the following review helpful. Not bad for a text book
By Empathy
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PS: There's a newer version of the book.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:-)
2 of 2 people found the following review helpful. Pages Missing
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I rented this book for a required class for school. The class I take is online, so I was surprised when I got to chapter 7 to see that half of the chapter along with chapter 8 is completely missing. Not ripped out, just not printed at all. So while I over paid for this book just like every other college student that has to buy books I am missing about two weeks worth of reading and questions needed for my homework. However, the book itself is organized greatly and the information is described in a way that almost anyone can understand. Which is really

helpful. 0 of 0 people found the following review helpful. Four Stars By SMyers ordered the wrong book but I'm sure it would have gotten me through the class

Human Resource Management: Gaining a Competitive Advantage was developed to teach students how to overcome 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.

About the Author JOHN R. HOLLENBECK holds the positions of University Distinguished Professor at Michigan State University and Eli Broad Professor of Management at the Eli Broad Graduate School of Business Administration. Dr. Hollenbeck received his PhD in Management from New York University in 1984. He served as the acting editor at *Organizational Behavior and Human Decision Processes* in 1995, the associate editor of *Decision Sciences* from 1999 to 2004, and the editor of *Personnel Psychology* from 1996 to 2002. He has published over 90 articles and book chapters on the topics of team decision making and work motivation. According to the Institute for Scientific Information, this body of work has been cited over 3,000 times by other researchers. Dr. Hollenbeck has been awarded fellowship status in both the Academy of Management and the American Psychological Association, and was recognized with the Career Achievement Award by the HR Division of the Academy of Management (2011) and the Early Career Award by the Society of Industrial and Organizational Psychology (1992). At Michigan State, Dr. Hollenbeck has won several teaching awards including the Michigan State Distinguished Faculty Award, the Michigan State Teacher-Scholar Award, and the Broad MBA Most Outstanding Faculty Member. RAYMOND A. NOE is the Robert and Anne Hoyt Designated Professor of Management at The Ohio State University. He was previously a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received his BS in psychology from The Ohio State University and his MA and PhD in psychology from Michigan State University. Professor Noe conducts research and teaches undergraduate as well as MBA and PhD students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, and organizational behavior. He has published articles in the *Academy of Management Annals*, *Academy of Management Journal*, *Academy of Management*, *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Personnel Psychology*. Professor Noe is currently on the editorial boards of several journals including *Personnel Psychology*, *Journal of Applied Psychology*, and *Journal of Organizational Behavior*. Professor Noe has received awards for his teaching and research excellence, including the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology. He is also a fellow of the Society of Industrial and Organizational Psychology. PATRICK M. WRIGHT is Thomas C. Vandiver Bicentennial Chair in the Darla Moore School of Business at the University of South Carolina. Prior to joining USC, he served on the faculties at Cornell University, Texas AM University, and the University of Notre Dame. Professor Wright teaches, conducts research, and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage and the changing nature of the Chief HR Officer role. For the past eight years he has been studying the CHRO role through a series of confidential interviews, public podcasts, small discussion groups, and conducting the HR@Moore Survey of Chief HR Officers. In addition, he is the faculty leader for the Cornell ILR Executive Education/NAHR program, "The Chief HR Officer: Strategies for Success," aimed at developing potential successors to the CHRO role. He served as the lead editor on the recently released book, *The Chief HR Officer: Defining the New Role of Human Resource Leaders*, published by John Wiley and Sons. He has published more than 60 research articles in journals as well as more than 20 chapters in books and edited volumes. He is the Incoming Editor at the *Journal of Management*. He has coedited a special issue of *Research in Personnel and Human Resources Management* titled "Strategic Human Resource Management in the 21st Century" and guest edited a special issue of *Human Resource Management* titled "Research in Strategic HRM for the 21st Century." He has conducted programs and 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 Resources (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. Ellick 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 of Psychology*, *International Journal of Human Resource Management*,

Journal of Applied Psychology, Management and Organization , 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 , International Journal of Human Resource Management, Journal of Applied Psychology, Journal of World Business, Management Organization , 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.