

Book Review

Human Resource Management : Text and Cases

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About the Author:

K. Aswathappa is an Indian author. He has penned down several books on relevant topics like human resources , Management Concept - Practice and Cases, International Business and Organisational Behaviour are some of the books Aswathappa has authored.

Human Resource Management, in its seventh edition, continues to adopt, adapt and teach the ever-dynamic paradigms of the subject in an easy to relate style. The book will be very helpful for management students in understanding the depth of Human Resource Management and will also serve as practical guide with its extensive pedagogy and Online Learning Centre (OLC).

The book has eight sections in total. Section one focuses on Understanding the Nature and Scope of Human Resource Management with the use of HRM Models and the skills required for the present day managers,etc. The context of HRM is discussed in this section through scanning of the environment in which organisation functions and Integrating HR Strategy with Business Strategy.

The second section of this book focuses on the Human Resource Planning, analysing work and designing the jobs, different methods of collection of data, recruitment and selection and induction of human resources in the organisation.

The third section aims to focus on training, development, career and talent management of employees through continuous feedback by managing performance of the employees and engaging and empowering the employees with effective techniques.

The fourth section includes compensation and benefits that have to be given to employees on a regular basis. The different concepts of wages are covered in this section.

The fifth section aims at discussing the organisation culture, providing the employees with safe work environment, welfare facilities to be provided to the employees and downsizing and right sizing in the organisation.

The sixth section discusses the labour issues in the organisations. This section focuses on the role of trade unions, the importance of labour laws and the need to maintain industrial relations in the organisations.