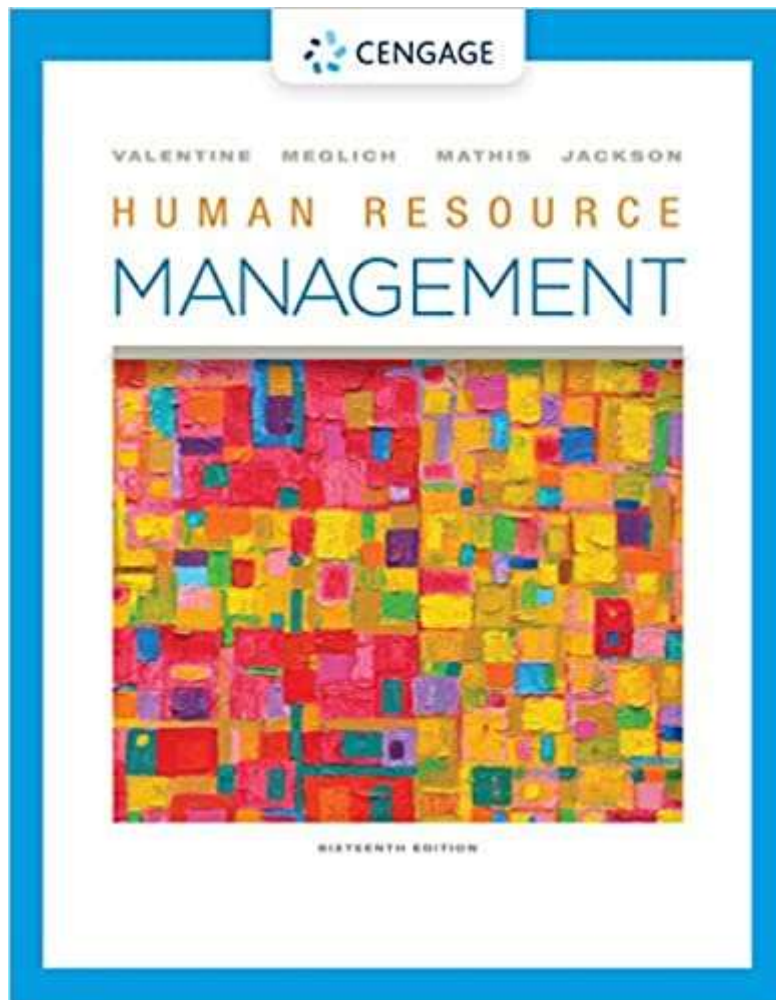


Introducing a Book:

HUMAN RESOURCE MANAGEMENT

**Authors: Dr. Sean R. Valentine, Dr. Patricia A. Meglich,
Dr. Robert L. Mathis and Dr. John H. Jackson**

Kindle Edition



Courtesy: https://www.amazon.com/Human-Resource-Management-Sean-Valentine/dp/035703385X/ref=sr_1_1?dchild=1&keywords=human+resource+management&qid=1614314738&s=books&sr=1-1

HUMAN RESOURCE MANAGEMENT by Dr. Sean R. Valentine, Dr. Patricia A. Meglich, Dr. Robert L. Mathis and Dr. John H. Jackson is an excellent comprehensive textbook we would highly recommend that every student, research scholar and faculty member must read and apply in their course work. College/university libraries that offers business administration courses must have some copies of this textbook. Business executives, whether they are connected to Human Resource Management of the company or not, will greatly benefit through reading this comprehensive textbook.

The book is divided into five sections with a total of sixteen chapters. At the end we have seven appendices.

Section 1 is given the title **The Environment of Human Resource Management**. It includes three chapters: Human Resource Management in Organizations, Human Resource Strategy and Planning and Equal Employment Opportunity.

Section 2 deals with **Jobs and Labor**. In this section we get 4 chapters: Workforce, Jobs, and Job Analysis; Individual/Organization Relations and Retention; Recruiting High Quality Talent; and Selecting Human Resources.

Section 3 is on **Talent Development**. This section has 3 chapters: Training Human Resources; Talent, Careers, and Development; and Performance Management and Appraisal.

Section 4 is given the title Compensation. There are three chapters: Total Rewards and Compensation; Variable Pay and Executive Compensation; and Managing Employee Benefits.

Employee Relations is the last section. This fifth section has three chapters: Risk Management and Worker Protection; Employee Rights and Responsibilities; and Union-Management Relations.

What is given above is only a brief general description of the contents of this very useful textbook. There is also detailed list of contents available in the textbook. Every chapter deals with the contents in a comprehensive manner with examples, illustrations and a list of competencies expected and could be developed. Applications are also dealt with under every chapter.

Appendices at the end include the following among others: Uniform Guidelines on Employee Selection, and Sample HR-Related Job Descriptions and Job Specifications.

The contents offered in every chapter need to be explained and interpreted in the context of Indian economy, Indian economic systems, Government regulations, Trade Union demands, and so on. We also need to obtain examples of practices adopted in Indian companies. Bonus is an important element both in Government and Private companies. Case studies presented in *HUMAN RESOURCE MANAGEMENT* offer great insights into the human resource management in Western nations. Trade Unions are powerful organizations in every profession, industry, and business in the United States. Influence of the Trade Unions in India, on the other hand, seems getting reduced in the last decades. Human Resource Management in India seems to be getting more oriented toward private corporations.

Our students and research scholars need to focus also on the Government services as well as government-run companies. The descriptions of processes and institutions, and insights offered in *HUMAN RESOURCE MANAGEMENT* by Dr. Sean R. Valentine, Dr. Patricia A. Meglich, Dr. Robert L. Mathis and Dr. John H. Jackson will also help individuals and groups of individuals to start their own businesses and manage them efficiently.

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