

INSTRUCTOR'S MANUAL



CHAPTER

1

An Overview of Human Resource Management

Learning Outcomes

At the end of this chapter, students should be able to:

- 1 Explain the importance of human resource management;
- 2 Describe the growth of the human resource function from the mid-19th century until today;
- 3 Understand the impact of current social, business and economic changes on human resource management;
- 4 Describe the structure of the human resource management function in organizations;
- 5 Clarify the requirements for a career in human resource management;
- 6 List the functions within the scope of human resource management;
- 7 Explain the role and structure of the Ministry of Human Resources, and
- 8 State briefly the purpose of each of the most important labour laws.

Key Teaching Points

1.0 Introduction

Human resource management is the development and implementation of systems in an organization designed to attract, develop and retain a high-performing workforce.

Titles for human resource management specialists include:

- (i) Welfare manager;
- (ii) Personnel manager;
- (iii) Human resource manager, and
- (iv) Human capital manager.

2.0 Growth of the human resource function from the 19th century until today

2.1 The Industrial Revolution (1850s–1920s)

The human resource management function developed as a result of the industrial revolution which began in the United Kingdom and quickly spread to Europe and the United States of America.

2.2 The Human Relations Approach (1930s–1950s)

By the 1930s, employers recognized that workers play a major role in the success of any business or enterprise.

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James Perry Cole, Oliver Schoonmaker



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Table of Contents Chapter Instructor S Manual

1. Understanding the eBook Chapter Instructor S Manual
 - The Rise of Digital Reading Chapter Instructor S Manual
 - Advantages of eBooks Over Traditional Books
2. Identifying Chapter Instructor S Manual
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Chapter Instructor S Manual
 - User-Friendly Interface
4. Exploring eBook Recommendations from Chapter Instructor S Manual
 - Personalized Recommendations
 - Chapter Instructor S Manual User Reviews and Ratings
 - Chapter Instructor S Manual and Bestseller Lists

5. Accessing Chapter Instructor S Manual Free and Paid eBooks
 - Chapter Instructor S Manual Public Domain eBooks
 - Chapter Instructor S Manual eBook Subscription Services
 - Chapter Instructor S Manual Budget-Friendly Options
6. Navigating Chapter Instructor S Manual eBook Formats
 - ePub, PDF, MOBI, and More
 - Chapter Instructor S Manual Compatibility with Devices
 - Chapter Instructor S Manual Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Chapter Instructor S Manual
 - Highlighting and Note-Taking Chapter Instructor S Manual
 - Interactive Elements Chapter Instructor S Manual
8. Staying Engaged with Chapter Instructor S Manual
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Chapter Instructor S Manual
9. Balancing eBooks and Physical Books Chapter Instructor S Manual
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Chapter Instructor S Manual
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Chapter Instructor S Manual
 - Setting Reading Goals Chapter Instructor S Manual
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Chapter Instructor S Manual
 - Fact-Checking eBook Content of Chapter Instructor S Manual
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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