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Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable form. Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM; practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal opportunity and the law; job analysis; personnel planning and recruiting; employee testing and selection; interviewing candidates; training and developing employees; managing organizational renewal; appraising performance; managing careers and fair treatment; establishing pay plans; pay-for-performance and financial incentives; benefits and services; labor relations and collective bargaining; employee safety and health; managing human resources in an international business; human resources information systems and technology. For practicing Human Resource Managers as well as any business managers who deal with human resource/personnel issues.

Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of information security, privacy, cloud computing, social media, and HR analytics. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market.

This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-based coverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes a global chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directed work teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and how organizational commitment affects production, quality, and service.

From email to smart phones, and from social media to Google searches, digital technologies have transformed the way we learn, entertain ourselves, socialize, and work. Despite their usefulness, these technologies have often led to information overload, stress, and distraction. In recent years many of us have begun to look at the pluses and minuses of our online lives and to ask how we might more skillfully use the tools we ' ve developed. David M. Levy, who has lived his life between the " fast world " of high tech and the " slow world " of contemplation, offers a welcome guide to being more relaxed, attentive, and emotionally balanced, and more effective, while online. In a series of exercises carefully designed to help readers observe and reflect on their own use, Levy has readers watch themselves closely while emailing and while multitasking, and also to experiment with unplugging for a specified period. Never prescriptive, the book opens up new avenues for self-inquiry and will allow readers—in the workplace, in the classroom, and in the privacy of their homes—to make meaningful and powerful changes.

This second edition of a well-received text, with 20 new chapters, presents a coherent and unified repository of recommender systems ' major concepts, theories, methodologies, trends, and challenges. A variety of real-world applications and detailed case studies are included. In addition to wholesale revision of the existing

chapters, this edition includes new topics including: decision making and recommender systems, reciprocal recommender systems, recommender systems in social networks, mobile recommender systems, explanations for recommender systems, music recommender systems, cross-domain recommendations, privacy in recommender systems, and semantic-based recommender systems. This multi-disciplinary handbook involves world-wide experts from diverse fields such as artificial intelligence, human-computer interaction, information retrieval, data mining, mathematics, statistics, adaptive user interfaces, decision support systems, psychology, marketing, and consumer behavior. Theoreticians and practitioners from these fields will find this reference to be an invaluable source of ideas, methods and techniques for developing more efficient, cost-effective and accurate recommender systems.

The Encyclopedia of electronic Human Resource Management is a comprehensive research-based reference resource with about seventy entries on core e-HRM areas and key concepts. From electronic selection to HR analytics, from e-HRM implementation to HRIS cultural differences - each entry reflects the views of an expert in the field. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. The book aims to formalize and up-date, to inform and connect the different topics and scholars from the multiple disciplines, who conduct research into e-HRM. This book will be useful for academic researchers, HR practitioners and students.

This book constitutes the refereed proceedings of the 6th International Conference on Big Data analytics, BDA 2018, held in Warangal, India, in December 2018. The 29 papers presented in this volume were carefully reviewed and selected from 93 submissions. The papers are organized in topical sections named: big data analytics: vision and perspectives; financial data analytics and data streams; web and social media data; big data systems and frameworks; predictive analytics in healthcare and agricultural domains; and machine learning and pattern mining.

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