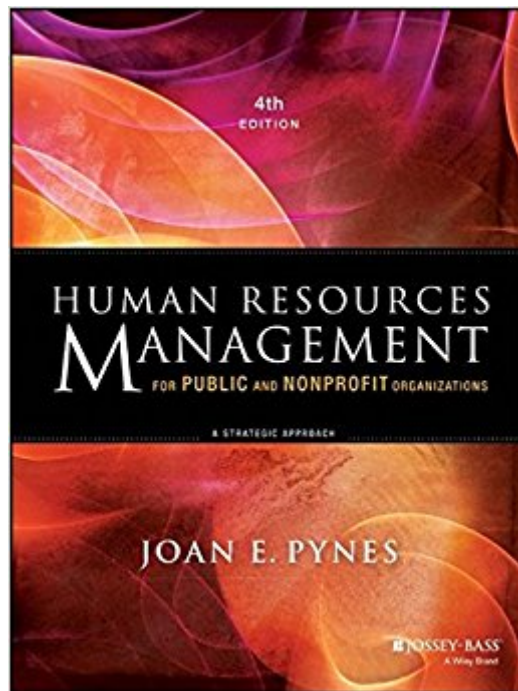




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Human Resources Management For Public And Nonprofit Organizations: A Strategic Approach



Synopsis

Since the first edition was published in 1997, *Human Resources Management for Public and Nonprofit Organizations* has become the go-to reference for public and nonprofit human resources professionals. Now in its fourth edition, the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis, changes in federal employment laws, how shifting demographics affect human resources management, the increased use of technology in human resources management practices, how social media has become embedded in the workplace, and new approaches to HRM policy and practice. Written by Joan E. Pynes—a noted expert in public administration—this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment. The book includes new material on workplace violence and employee discipline. Reviews updates on the legal environment of HRM. Contains suggestions for managing a diverse workforce. Offers a wealth of revised tables and exhibits. Updates the most recent developments in collective bargaining in the public and nonprofit sectors. Outlines the most current approaches to recruitment and selection. Presents an overview of recent information on compensation and benefits. Gives an update of the technological advances used for strategic human resources management. Provides examples of HRM policies from other countries. The book also includes an enhanced instructor's guide with examination questions, PowerPoint® slides, experiential exercises, and video vignettes that are coordinated with chapters in the book.

Book Information

Paperback: 528 pages

Publisher: Jossey-Bass; 4 edition (August 12, 2013)

Language: English

ISBN-10: 1118398629

ISBN-13: 978-1118398623

Product Dimensions: 7 x 1 x 9 inches

Shipping Weight: 1.8 pounds (View shipping rates and policies)

Average Customer Review: 4.1 out of 5 stars 55 customer reviews

Best Sellers Rank: #21,682 in Books (See Top 100 in Books) #64 in Books > Textbooks >

Business & Finance > Human Resources #117 in Books > Business & Money > Human

Resources > Human Resources & Personnel Management

Customer Reviews

Joan E. Pynes is a professor of public administration at the University of South Florida and the author of numerous articles and chapters on public and nonprofit human resources management.

WARNING NO PAGE NUMBERS. My Kidle only shows "percent read" which isn't helpful when writing papers and citing the author. I thought there might be a way to turn on some sort of page number feature but after days of trying I gave up. And the worst thing is that it's been seven days since I purchased so I can't get a refund. Don't make the same mistake. Just buy the paper version and pass on the Kindle download. Not worth it.

I got this for my college class. While I was not a fan of the class itself, the book more than adequately covered everything I needed. Many of the topics were even covered more in depth than I needed for my particular class.

Really good information but some chapters are really thick and strangely organized to get through. Doesn't have much in about the SHRM for volunteers.

Purchased this book for a course and I am very happy that I did. The book is easy to read, interesting and provides insightful information pertaining to nonprofit, for-profit, government and other organizational human resource management processes. On a side note, thanks to this book I have a better understanding of my own job position and how I contribute to the organization. I also understand how and what I can do to apply for other positions within and outside of the organization. The book is definitely worth the price.

The book has been very helpful to me in my Human Resources Management course. Joan Pynes wrote a pretty comprehensive book for anyone exploring the work of Human Resource Manager in any profit or not for profit organization.

I have no complaints about the content or writing style of this book. It was a requirement for a course so it serves its purpose. My only complaint is like many Kindle versions, pages are not marked which makes citing the work difficult.

GOT WOT BOT

This book was a good book for learning about human resources but I did not think it made the topic as interesting as it could have been. It was a little tedious at times.

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