Fundamentals of Human Resource Management
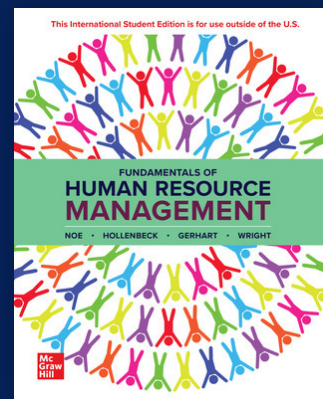
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2024 Release

Overview

Fundamentals of Human Resource Management 2024 Release provides a complete, concise introduction to human resource management for the general business manager who wants to learn more about how HRM is used in the everyday work environment. Its adaptive learning program and its engaging, focused, and applied content make it the fastest growing HRM program on the market. The authors have won numerous prestigious teaching and research awards. This, along with their teamwork and consulting experience, delivers a learning program strong in depth and breadth, and current in research and practice simply not found in other products. Within Connect, we offer a variety of exercises to help students develop higher order thinking skills including: SmartBook, McGraw-Hill eBook & ReadAnywhere App, Click and Drag exercises/Matching/Multiple Choice, iSeeIt! Videos, Self-Assessments, Case Analyses, Video Cases, Chief Human Resource Manager Officer Videos, Manager's Hot Seat Videos, and Application-Based Activities.

What You Need to Know

Acclaimed Authorship Features

Highly respected scholars, leading researchers, and award-winning instructors with expertise across HRM.

Engage, Focus, and Apply Approach

Engages students with real-world examples and best practices; focuses on important HR issues and concepts; and applies what students know through chapter features and end-of-chapter cases.

HR Analytics and Decision Making

Provides students with the opportunity to use their skills to understand the important of data analytics.

Depth of Topic Coverage

Low   High

Writing Style

Readable and Student-Friendly

Course Level

Human Resource Management

Duration of Course

1 Semester

Table of Contents

This Title has Gone Evergreen

This title is transitioning to an Evergreen delivery model. This means you will have the most relevant and up-to-date content, tools, and accessibility delivered directly to your existing McGraw Hill Connect® course, all without switching editions or building a new course from scratch. If you use the McGraw Hill eBook, your content will be updated automatically. Please talk to your representative about your options if you require a print component. A complete list of Release Notes for this title is available within your Connect course at **connect.mheducation.com**

Big Changes in this Release

Impacts of the Great Resignation
Discusses how organizations pivoted to address employees' concerns for higher wages, improved benefits, better working conditions, including a flexible work environment and a more inclusive organizational culture to retain top performers and attract other key talent.

New Opening Vignettes & HR Small Business Cases
Highlights how HR professionals have adapted as the world continues to recover from the global pandemic.

Artificial Intelligence and other Emerging Technologies
Replaces some humans and is changing the scope of various jobs with upskilling and reskilling-not only to expand business opportunities but to motivate employees to hone their skill sets and take ownership of their careers.

Increasing Use of People Analytics
Helps fine-tune corporate decision making when it comes to optimal staffing levels and the flexibility afforded by hiring contingent workers to assist with periods of intense productivity.

Changes in Performance Management
Discussions and feedback are crucial to identifying areas for improvement and offering critical guidance for satisfying career paths. Many organizations are moving to ongoing discussions instead of an annual review.

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