



The Essence of Personnel Management and Industrial Relations

By A. G. Cowling Alan Cowling

Prentice Hall, 1994. Softcover. Book Condition: Neu. Gebraucht - Wie neu Unbenutzt. Schnelle Lieferung, Kartonverpackung. Abzugsfähige Rechnung. Bei Mehrfachbestellung werden die Versandkosten anteilig erstattet. - This text provides readers with an introduction to the key issues central to the effective planning and conduct of personnel management and industrial relations. It draws on insights and practical measures which have recently been developed in association with the human resource management-integrated approach to the management of people at work. It also takes account of the drive to total quality management, culture change and the lessons to be drawn from Japanese style of management. 205 pp. English.



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The essence of the personnel policy of the organization lies in the fact that it is focused on bringing the personnel potential in line with the goals and tactics of the development of the entire company. Those industrial processes that occur in the organization require specific staffing. Personnel management is designed to provide the personnel resources that are needed for the normal operation of the organization. Genesis of development. The line of difference between Personnel Management and Human Resource Management is subtle. Personnel Management treats workers as tools or machines whereas Human Resource Management treats it as an important asset of the organization. While the scope of personnel management is limited and has an inverted approach, wherein workers are viewed as tool. Here the behavior of the worker can be manipulated as per the core competencies of the organization and are replaced when they are worn-out. On the other hand, human resource management has a wider scope and considers employees as the asset to the organization. Industrial Relations. Health and safety. Education.