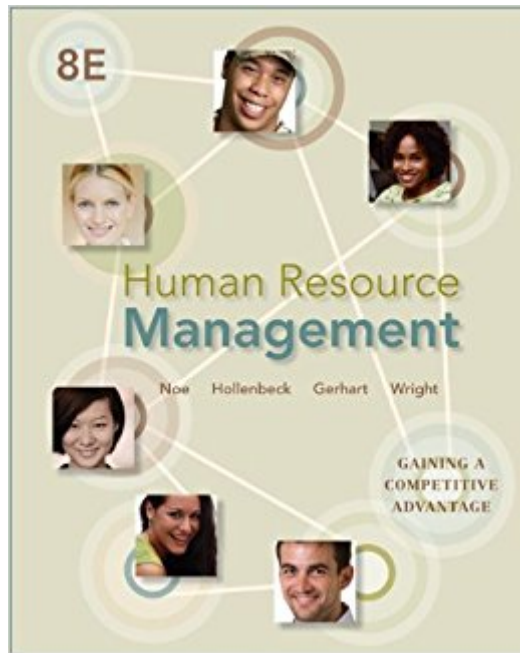


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# Human Resource Management: Gaining A Competitive Advantage, 8th Edition



## Synopsis

As competitors strive to win the war for talent, effective human resource management is necessary to gain true competitive advantage in the marketplace. Three challenges companies face are sustainability, technology, and globalization. Human Resource Management, Eighth Edition brings these challenges to life by highlighting real-world examples pertaining to these issues and relating it to the concepts within the chapter. This best-selling McGraw-Hill/Irwin Human Resource Management title provides students with the technical background needed to be a knowledgeable consumer of human resource (HR) products and services, to manage HR effectively, or to be a successful HR professional. While clearly strategic in nature, the text also emphasizes how managers can more effectively acquire, develop, compensate, and manage the internal and external environment that relates to the management of human resources.

## Book Information

Hardcover: 800 pages

Publisher: McGraw-Hill/Irwin; 8th edition (January 3, 2012)

Language: English

ISBN-10: 0078029252

ISBN-13: 978-0078029257

Product Dimensions: 7.6 x 1.3 x 10.7 inches

Shipping Weight: 3.6 pounds

Average Customer Review: 4.1 out of 5 stars [See all reviews](#) (124 customer reviews)

Best Sellers Rank: #86,029 in Books (See Top 100 in Books) #117 in [Books > Textbooks >](#)

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## Customer Reviews

This is a textbook for advanced students of Human Resource Management, but even old hands in this field can gain a new insight on different topics which are very often neglected such as career development or separation and retention. Beside the discussion on different subjects the editors are bringing in comprehensive bibliography as well as discussion questions and a modern approach by using the web for additional exercises.

This was a required textbook for my class in MBA curriculum. It was a book that I kept after the class was over! I never knew there was so much involved in Human Resources and eventually I'd

like to start my own business so this book will be a great reference tool!

This book goes over a little bit of everything... good to get your feet wet. I am sure I will need to buy some supplements to go in depth into some of the areas mentioned in the book, but it def got my interest!

It's a textbook. I had to buy it for a class. I think the chapters are way too long. I couldn't get through more than a page & couldn't follow it at all. I hope the in class discussion is enough to pass my class. This book is more like an encyclopedia than a reading book.

The author writes smoothly and engages the audience with useful examples of what's being discussed. For example, the chapter on discrimination was peppered with case law in a way that made you want to know more. It could have been a very dry chapter, but the author has an engaging writing style. PS: There's a newer version of the book. Do not pay more than \$50 for the 12th edition, or \$30 for the global edition of the 12th edition. Happy learning:-)

For books of this type simplicity is the key when it comes to content. The information is clear, concise and uses good examples. I used this when I was pursuing my MBA. A good addition to my library. Covers theory well and its application to real life situations.

HR looks to be a career field in turmoil. Many execs want to either see more or get more bottom line impact from HR personnel. This book appears to be in turmoil as well. For instance in talking about recruitment analysis, instead of explaining more of how statistics can help you on your job, it takes you through pages of differential math explaining the correlation of coefficients etc. in other words, it appears the authors had a page count in mind and met their goal, regardless of the content.

Using book for grad class in organizational leadership. Finding it comprehensive and readable. Overall a good resource. I would highly recommend it.

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