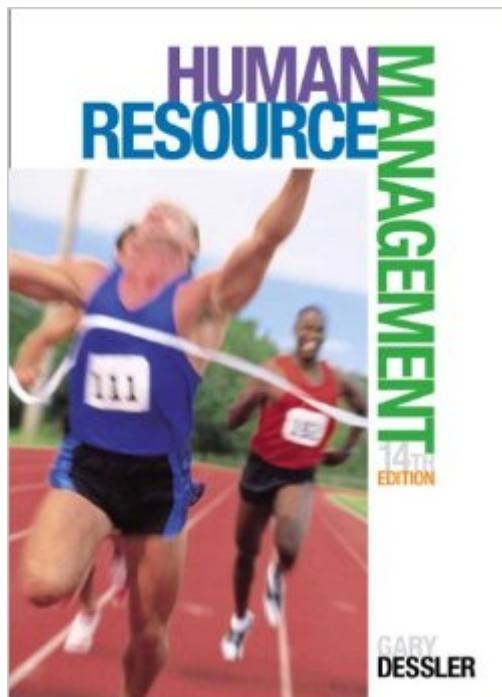


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# Human Resource Management (14th Edition)



## Synopsis

For courses in Human Resources Management. Human Resource Management provides students in human resource management courses and practicing managers with a full and practical review of essential HR concepts and techniques, with a particular focus on using human resource practices to improve performance, productivity, and profitability at work. This best-selling HRM text is designed with authoritative and current information on Human Resource Management that ALL managers can use in business. New topics can be found throughout the Fourteenth Edition, along with new features and video cases. MyManagementLab for Human Resources Management is a total learning package. MyManagementLab is an online homework, tutorial, and assessment program that truly engages students in learning. It helps students better prepare for class, quizzes, and examsâ “resulting in better performance in the courseâ “and provides educators a dynamic set of tools for gauging individual and class progress. This program will provide a better teaching and learning experienceâ ”for you and your students. It will help: Personalize Learning with MyManagementLab: Inspire the exchange of new ideas and foster intriguing discussions with the abundant resources found in MyManagementLab. Focus on Productivity, Performance, and Profits: Practical material helps managers perform day-to-day responsibilities. Keep Your Course Current and Relevant: New topics and boxed features highlight human resources practices. Note: You are purchasing a standalone product; MyManagementLab does not come packaged with this content. If you would like to purchase both the physical text and MyManagementLab search for ISBN-10: 0133801993/ISBN-13: 9780133801996. That package includes ISBN-10: 0133545172/ISBN-13: 9780133545173 and ISBN-10: 0133545695/ISBN-13: 9780133545692. MyManagementLab is not a self-paced technology and should only be purchased when required by an instructor.

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## **Customer Reviews**

I was delighted to learn that Dessler had a new HR management book available August 1999 for an MBA class I was teaching beginning in September 1999. Before selecting the book I reviewed an earlier edition and was pleased with the organization, topics, and simple style. I selected the newest edition without seeing it. Imagine my shock and embarrassment when I started reading it after assigning chapters to my students. I found a few typos in the beginning and laughingly told my students I would give them bonus points for any they found. I thought it would encourage them to read carefully. I had to discontinue the practice after about probably the first dozen were in the first couple chapters. One class we concentrated on writing a resume. The example of a "good" resume that Dessler provided was terrible. Not only was it confusing, it was from the 1980s. I am sorry that my students had to pay \$. I am teaching the class again in February so will need to find another book. Mr. Dessler, I hope you encourage those in HR to be more careful in the details of their work than you were in your book.

Dessler's approach in Human Resource Management is thorough, comprehensive, contemporary, and very readable. The figures, tables, and other visuals are excellent for models and practical use. The cases and application exercises are relevant to the real world and greatly assist in the overall understanding of the main concepts of each chapter. Chapters on employee testing and selection, appraising performance, job analysis, and personnel planning and recruiting, are particularly well presented. The complexities of establishing pay plans and financial incentives are explained in simple terms for the reader and include relevant examples. The text also comes with supplementary materials which greatly enhance its use and application. This book can be used for lower as well as upper division courses at the University or College level.

This textbook offers an excellent insight into the world of Human resources. As a manager, I found this book to be a helpful tool in performing many of the functions I perform. I found the yellow banner at the bottom of the page containing term definitions very helpful.

This book's content and support is, unquestionably, the best available today. I've used it to support

teaching HR Management to graduate students and have been pleased to see how much my students derive from it. **HOWEVER...** Very recently, some of the "free" support my students were able to use has been converted to "a la carte," pay as you go services. This was a huge disappointment to me and my students, who had to pay an outrageous \$130 for a textbook. I used to feel justified supporting that price because of the auxiliary content with which it was bundled. But not any more. I would urge Dr. Dessler and his team to restore the "extras" that added so much value to the work. That carping done, he and his group have done a first-rate job on this one, and I'm eagerly looking forward to the new effort.

The company a\_team books has asked for a review, so here it is. I received the book quickly, and in good condition, EXCEPT there is highlighting throughout the ENTIRE book, all over. It's very distracting and if I had paid more than \$10 for it, I probably would have returned it. I don't know if the book should have been rated as highly as it was by the seller considering all the highlighting, even if the body is in good condition. That being said, since this company contacted me on their own and asked for a review, I would consider buying from them again because it seems they are concerned about customer service and their online reputation. On a side note, the book itself is well written and easy to study from.

Very nice textbook. Rarely do I keep a textbook but this one is going on my shelf of "keepers." Very detailed and easy to locate information. The text will be easy to use as a reference guide.

Decent book, purchased because I had to for a college course. Teaches a lot about HR management which covers a lot of law. Good for a college student, maybe a good option for a small business owner to review to insure compliance although there maybe much better options out there for this.

If you've ever had any management training, then this book won't be of too much help (as long as your training was adequate, of course...). However, for those looking to a career in management or in Human Resources, this book is a good basic primer on all things HR.

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