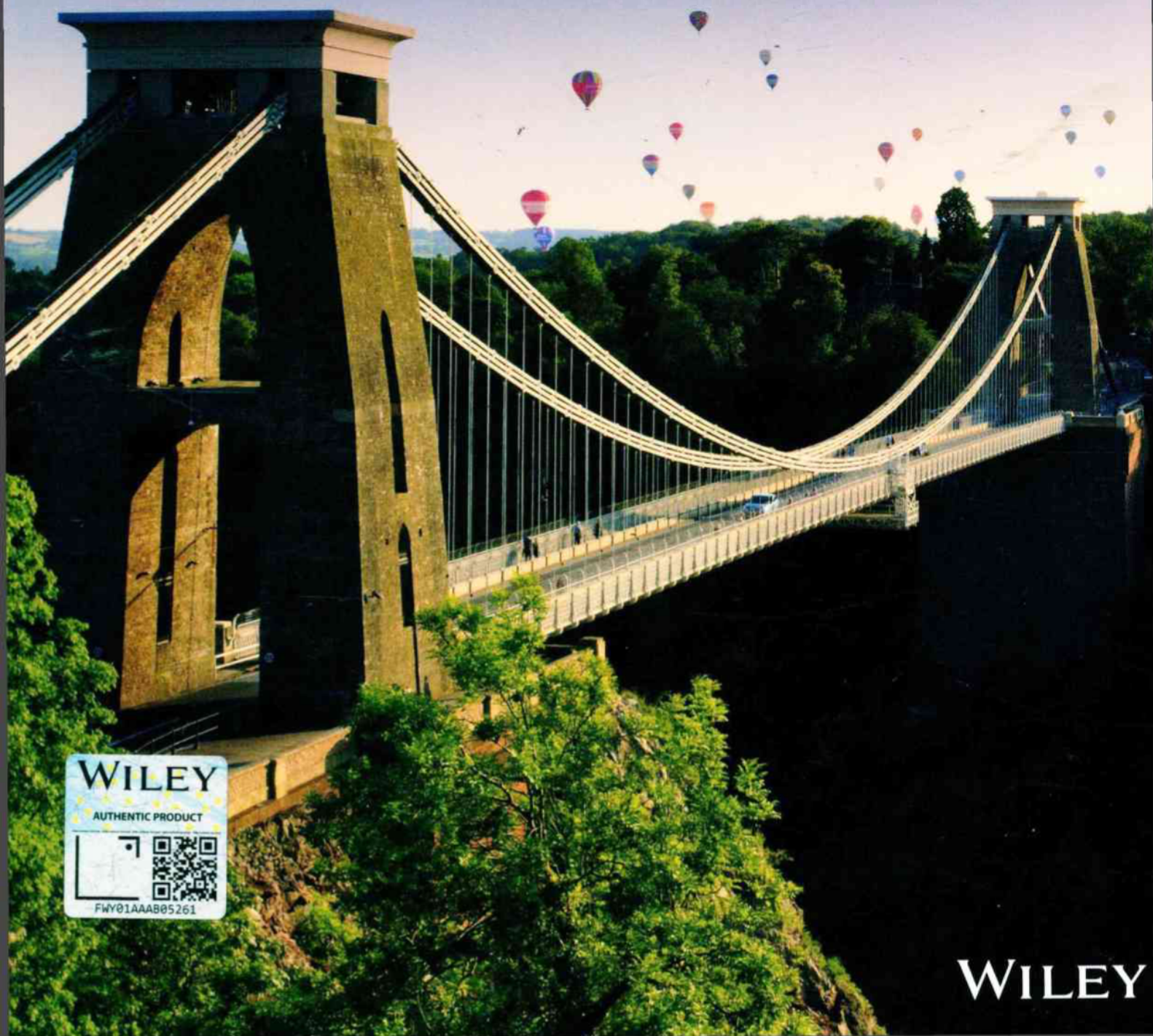


GREG L. STEWART • KENNETH G. BROWN

# Human Resource Management

Fourth Edition



WILEY

FOURTH EDITION

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# **Human Resource Management**

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*Linking Strategy to Practice*

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**GREG L. STEWART**

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staffing, performance management, training, compensation, and labor relations. At the same time, we clearly illustrate how these specific human resource practices help increase organizational effectiveness.

## WHAT IS NEW IN THIS EDITION?

The practice of human resource management continues to evolve and improve. New research is being published at a rapid pace, and organizations are constantly innovating. This fourth edition of *Human Resource Management: Linking Strategy to Practice* reflects these changes. We have combed through research studies conducted since the third edition to identify and include new and updated ideas. This edition contains a number of “How Do We Know?” features that describe recently published research that informs our understanding of human resource management. These additions to the fourth edition ensure that students are exposed to the latest ideas and innovative thinking.

One particular area of change in the revision concerns updated material related to finding balance between work and family demands. Both academic studies and organizational practices provide new insights for organizations seeking to help organizations reduce conflict between these important, yet sometimes competing, aspects of life. In particular, Chapter 4 provides an array of ideas from recent research that illustrate how organizations and employees are adapting to changing conditions. Changes in laws and government also present ongoing challenges and opportunities for businesses. Many of the critical issues that organizations will face as they implement these new policies are discussed in the section of Chapter 12 that describes how benefit programs continue to evolve under new mandates such as the Affordable Care Act. Finally, the Appendices, which were only published online in the last edition, have been updated and returned to the hard copy edition. They include new experiential exercises, updated occupational information and professional certification opportunities from HRCI and SHRM, and resources for further study.

We continue to emphasize the impact of globalization. The importance of thinking globally is emphasized in each chapter with specific examples of ways that human resource practices are similar and different across national boundaries.

The revision also continues to emphasize the strategic approach. New research supporting the benefits of aligning human resource practice with organizational strategy is included. New to this fourth addition is a series of Hands-On Experiential Exercises that can be incorporated into a number of learning strategies such as online instruction and flipped classrooms where students spend a majority of in-class time working together on projects.