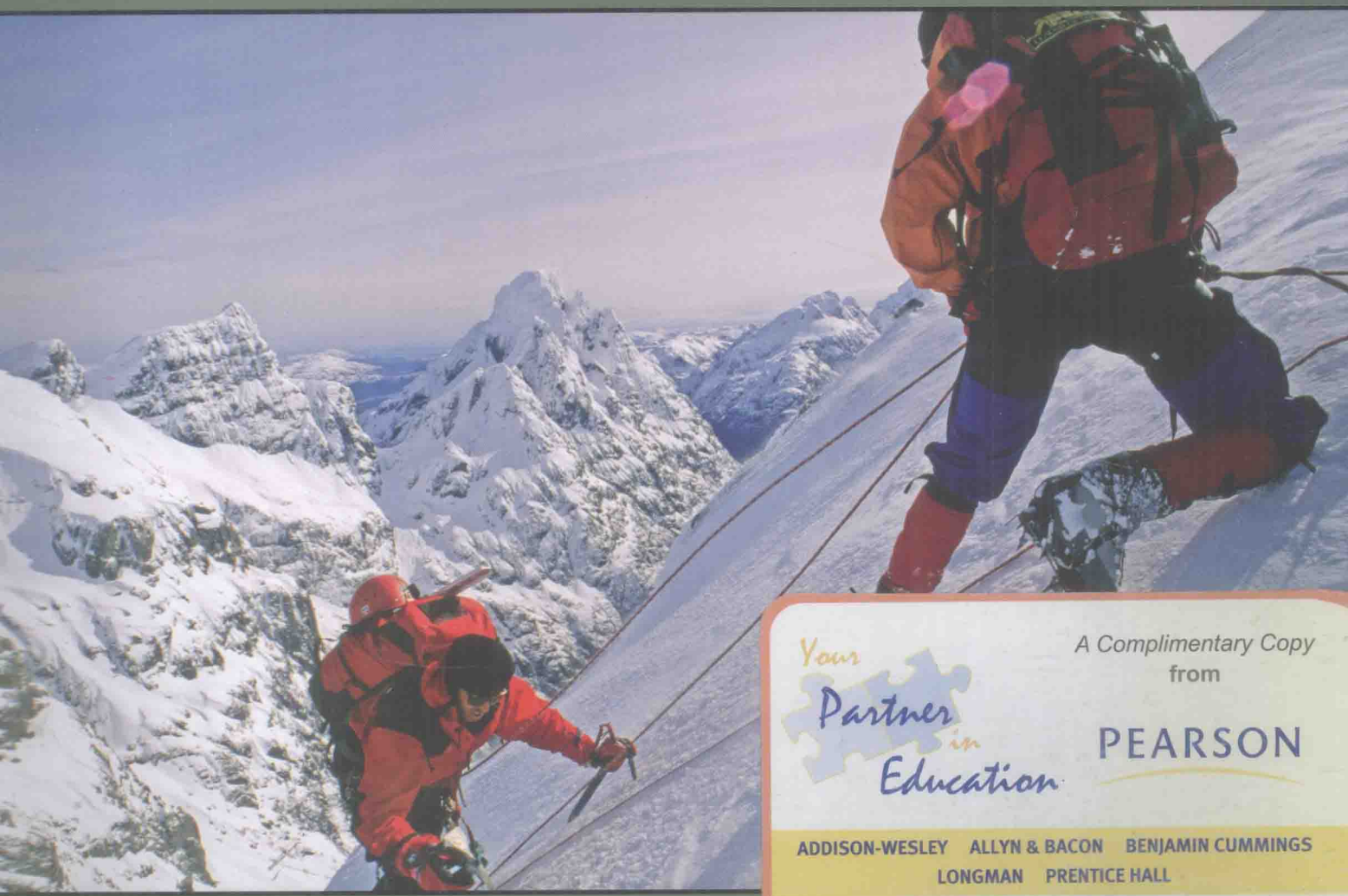
Global Edition

Human Resource Management

Twelfth Edition



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HUMAN RESOURCE MANAGEMENT

TWELFTH EDITION

Gary Dessler

Florida International University

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NEW TO THE 12TH EDITION

1. New Evidence-Based Human Resource Management Theme The increasingly competitive nature of business today means that all managers, including human resource managers, must justify their plans and contributions in measurable terms. A rewritten Chapter 3, The Manager's Role in Strategic Human Resource Management, and its new appendix present material on using tools for evidence-based HR. New to this edition is the boxed feature "Evidence-Based HR," which in most chapters presents examples of how managers manage based on facts and evidence.

2. New "Managing HR in Challenging Times" Features The economic challenges the United States and world faced beginning in 2008 prompted most employers to rethink the costs and benefits of how they delivered their human resource services. A new boxed feature entitled "Managing HR in Challenging Times," which appears in most chapters, presents snapshots of the skills human resources managers need in today's difficult environment.

3. New Chapter, Managing Human Resources in Entrepreneurial Firms Like most people working today, most of the students reading this book either do or will work for small entrepreneurial businesses. To address the particular demands faced by these firms, I've added a new, final chapter – Chapter 18, Managing Human Resources in Entrepreneurial Firms. It presents special topics, including how to use Internet and government tools to support the HR effort.

4. New Topics The Society for Human Resource Management recently listed several new suggested competencies for human resource managers. I've added discussions of several of them. They include a discussion of budgets in Chapter 3 (now titled The Manager's Role in Strategic Human Resource Management) and of coaching and talent management in Chapter 10 (now titled Coaching, Careers, and Talent Management).

5. Updates and "HR APPS 4 U" Features You'll find hundreds of new examples, research references, and topics, including onboarding and mobile learning, for example. For this edition, I also updated many of the book's figures and tables and added new columnar HR APPS 4 U features. These brief features illustrate how managers use mobile devices to support their HR activities.

6. Length and Editing Although this 12th edition has one more chapter and a more open design, it is actually shorter than the 11th edition. Most of this reduction in length results from streamlining topics to achieve a more concise presentation.

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