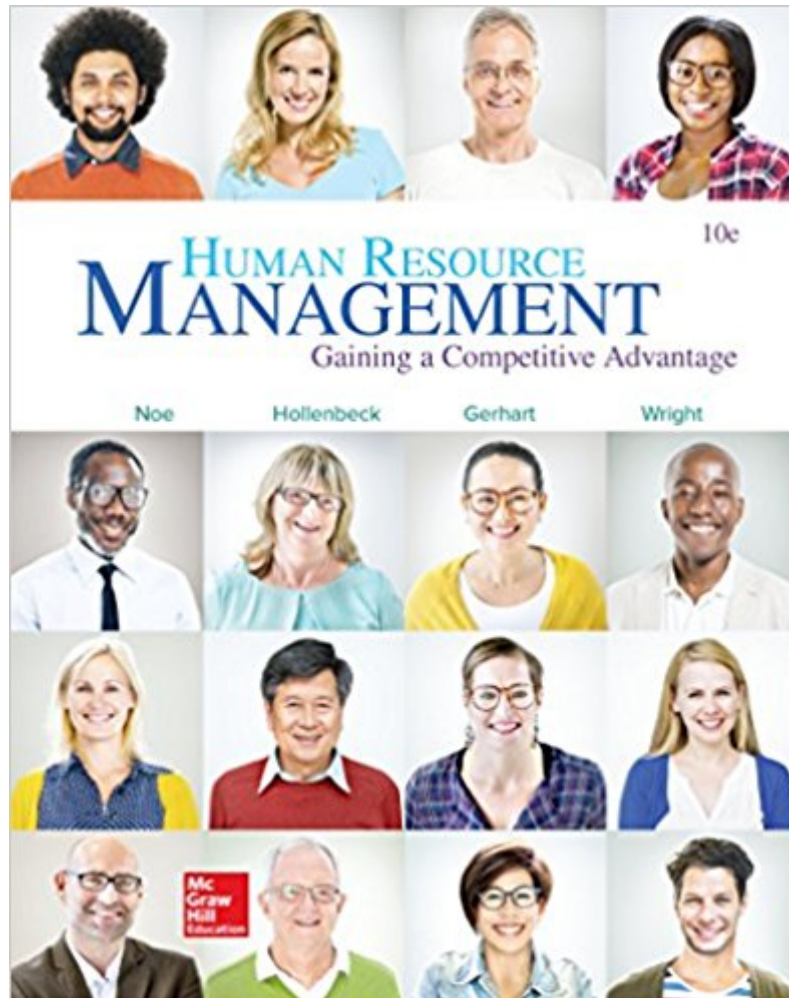




The book was found

Human Resource Management



Synopsis

Human Resource Management: Gaining a Competitive Advantage was developed to teach students how to strategically overcome challenges within organizations, and gain a competitive advantage for their companies. Its author's teamwork, diverse research, teaching, and consulting experience delivers a learning program strong in depth and breadth, and current in research and practice simply not found in other products.

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Customer Reviews

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Teacher-Scholar Award, and the Broad MBA Most Outstanding Faculty Member. RAYMOND A. NOE is the Robert and Anne Hoyt Designated Professor of Management at The Ohio State University. He was previously a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received his BS in psychology from The Ohio State University and his MA and PhD in psychology from Michigan State University. Professor Noe conducts research and teaches undergraduate as well as MBA and PhD students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, and organizational behavior. He has published articles in the *Academy of Management Annals*, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Vocational Behavior*, and *Personnel Psychology*. Professor Noe is currently on the editorial boards of several journals including *Personnel Psychology*, *Journal of Applied Psychology*, and *Journal of Organizational Behavior*. Professor Noe has received awards for his teaching and research excellence, including the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology. He is also a fellow of the Society for Industrial and Organizational Psychology.

PATRICK M. WRIGHT is Thomas C. Vandiver Bicentennial Chair in the Darla Moore School of Business at the University of South Carolina. Prior to joining USC, he served on the faculties at Cornell University, Texas A&M University, and the University of Notre Dame. Professor Wright teaches, conducts research, and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage and the changing nature of the Chief HR Officer role. For the past eight years he has been studying the CHRO role through a series of confidential interviews, public podcasts, small discussion groups, and conducting the HR@Moore Survey of Chief HR Officers. In addition, he is the faculty leader for the Cornell ILR Executive Education/NAHR program, “The Chief HR Officer: Strategies for Success,” aimed at developing potential successors to the CHRO role. He served as the lead editor on the recently released book, *The Chief HR Officer: Defining the New Role of Human Resource Leaders*, published by John Wiley and Sons. He has published more than 60 research articles in journals as well as more than 20 chapters in books and edited volumes. He is the Incoming Editor at the *Journal of Management*. He has coedited a special issue of *Research in Personnel and Human Resources Management* titled “Strategic Human Resource Management in the 21st Century” and guest edited a special issue of *Human Resource Management Review* titled “Research in Strategic HRM for the 21st Century.” He has conducted programs and

consulted for a number of large organizations, including Comcast, Royal Dutch Shell, Kennametal, Astra-Zeneca, BT, and BP. He currently serves as a member on the Board of Directors for the National Academy of Human Resource (NAHR). He is a former board member of HRPS, SHRM Foundation, and World at Work (formerly American Compensation Association). In 2011, 2012, and 2013 he was named by HRM Magazine as one of the 20 “Most Influential Thought Leaders in HR.”

BARRY GERHART is Professor of Management and Human Resources and the Bruce R. Ellic Distinguished Chair in Pay and Organizational Effectiveness, School of Business, University of Wisconsin-Madison. He has also served as department chair or area coordinator at Cornell, Vanderbilt, and Wisconsin. His research interests include compensation, human resource strategy, international human resources, and employee retention. Professor Gerhart received his BS in psychology from Bowling Green State University and his PhD in industrial relations from the University of Wisconsin-Madison. His research has been published in a variety of outlets, including the Academy of Management Annals, Academy of Management Journal, Annual Review of Psychology, International Journal of Human Resource Management, Journal of Applied Psychology, Management and Organization Review, and Personnel Psychology. He has co-authored two books in the area of compensation. He serves on the editorial boards of journals such as the Academy of Management Journal, Industrial and Labor Relations Review, International Journal of Human Resource Management, Journal of Applied Psychology, Journal of World Business, Management & Organization Review, and Personnel Psychology. Professor Gerhart is a past recipient of the Heneman Career Achievement Award, the Scholarly Achievement Award, and of the International Human Resource Management Scholarly Research Award, all from the Human Resources Division, Academy of Management. He is a Fellow of the Academy of Management, the American Psychological Association, and the Society for Industrial and Organizational Psychology.

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:-)

Excellent price for this book. Got it in plenty of time for the class. Better than spending over 150 dollars for the same book.

I enjoy the author's humor and personal vignettes - he told us how Hurricane Katrina affected him, but other than that, I'm having a hard time being drawn in. I enjoy Human Relations, so it's not the subject. To be fair, this is an older edition. The newer edition(s) could be more livelier.

Great book

Great book for my first MHRM class. It provided me with a lot of insight on HR and examples on how things work in the professional world. I enjoyed reading the scenarios at the end of each chapter and thinking about my own point of view on how I would handle that type of situation.

Really good book

The book was in great condition and is what I needed for class, thanks!

great

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