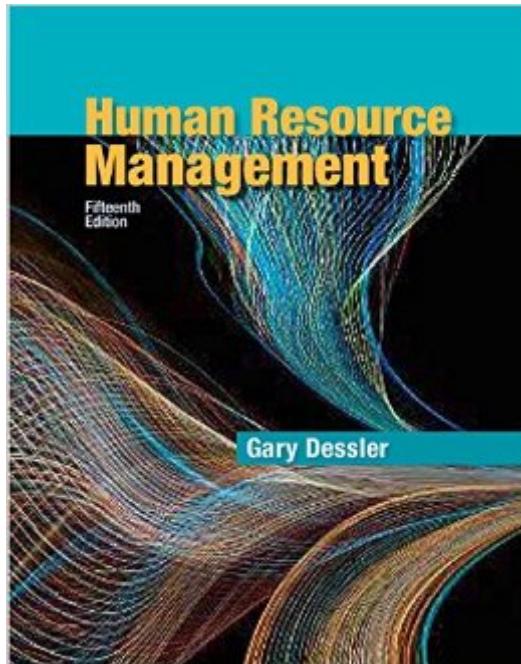


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Human Resource Management (15th Edition)



Synopsis

For courses in Management. **Modern Human Resources: Technology, Social Media, and Management** Human Resource Management provides readers with the daily tools and skills they need to function as successful managers--in both human resources and business in general. With a practical approach, the text explores the evolution of the field, highlighting the introduction of revolutionary new technologies and social media platforms such as LinkedIn and cloud computing.

The Fifteenth Edition focuses on the positive impacts technology has had on the HR field. The ability to vet potential employees on the Internet shifts more HR responsibilities to managers, leaving HR departments with more time to carry out strategic, long-term endeavors for boosting employee performance and engagement. With a heavy focus on emerging industry trends, the text prepares readers with everything they need to be successful managers and HR personnel in the 21st century.

Also Available with MyManagementLab® This title is available with MyManagementLab™ “an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts.

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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.

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.

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.

The edition that I am reviewing is a Custom Edition, published in 2015. This text was required for my Human Resource Management college course, along with a Management Lab software package. This is a very thorough text on the subject of HR Management. The text is well-balanced with text and visual aid, chapters are structured to be easy to read and to contain a great summary and plenty of exercises and case studies that cement the learning process. Margin notes call important topics to attention, and often contain quotes and dictionary definitions. Each topic is explored in depth, and there was sufficient information in the text to complete assignments and have

discussions with the class. I really enjoyed all the real life case studies that were covered. This is one of the better management texts that I've been assigned, and will be a good reference tool.

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