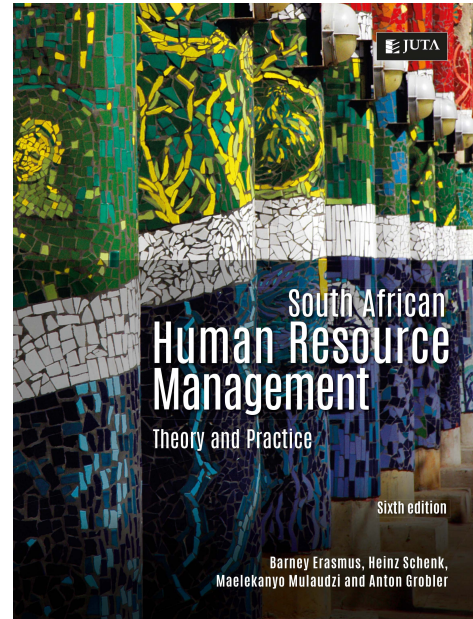


South African Human Resource Management

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About this Publication:

South African Human Resource Management, now in its sixth edition, answers the ever-growing demand for a human resource management (HRM) compendium specific to South Africa. Written by South Africans for South Africans, the book contextualises HRM locally and within the wider African context and demonstrates why HRM is central to the sustainable development challenges we face.

This update covers contemporary HR trends in South Africa and the SABPP's National HR Management System Standard and its supporting process of ongoing development of Professional Practice Standards. It contains cutting-edge information for complete streams of HRM studies, and now includes numerous public-sector examples and connections, making it an indispensable tool for those practising (or aspiring to practise) HRM in public-sector organisations. The book emphasises the broader 'HRM agenda' showing its value to working people, organisations and to society.

Key Features

- Facilitates the integration of theory and practical perspectives
- Stimulates learning through challenging readers to engage in critical and creative thinking with aid of activities and self-evaluation exercises at the end of chapter
- Comprehensive set of lecturer and student support material available

Contents Include:

- Part 1: Setting the HRM agenda: Conceptual and contextual perspectives
 - Chapter 1: The challenge of human resource management: An introduction
 - Chapter 2: South African human resource management in context
 - Chapter 3: Beyond conformance: HRM for socio-economic inclusiveness
- Part 2: Preparatory HRM work: Strategising, designing and planning
 - Chapter 4: HRM strategies and policies: Frameworks for managing human resources
 - Chapter 5: Designing work, organisations and HRM work
 - Chapter 6: Workforce planning
- Part 3: Sourcing work talent
 - Chapter 7: Searching for the right work talent
 - Chapter 8: Making selection decisions and establishing employment relationships and other work arrangements
- Part 4: The challenge of people empowerment
 - Chapter 9: Motivation and work
 - Chapter 10: Leadership at work
 - Chapter 11: Managing, assessing and enhancing work performance
 - Chapter 12: Managing and developing careers for talent and retention
 - Chapter 13: Developing South Africa's human resources: Macro-level perspectives on the agenda and framework
 - Chapter 14: Training and developing employees: Organisational-level perspectives
- Part 5: The reward and care challenge
 - Chapter 15: Remunerating employees
 - Chapter 16: Providing employee incentives and benefits
 - Chapter 17: Well-being at work – and beyond
- Part 6: The challenges of labour and employee relations
 - Chapter 18: Labour relations in South Africa: Some basics
 - Chapter 19: Managing labour relations at the organisational level
 - Chapter 20: Terminating employment relationships
- Part 7: Additional challenges and perspectives
 - Chapter 21: Championing change
 - Chapter 22: Managing HRM-related information
 - Chapter 23: Pushing boundaries – going beyond

Of Interest and Benefit to:

This edition is ideal for undergraduate and postgraduate studies at higher education institutions as well as for human resource practitioners. It is of value to management development and MBA programmes, as it clearly shows that HRM is central to the work of all managers, and to anyone involved and/or potentially interested in the management of human resources on the African continent.