

7 of the most common workplace management issues



Critical Issues In Employee Management

**Ian Roper, Rea Prouska, Uracha
Chatrakul Na Ayudhya**



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Critical Issues in Human Resource Management Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2010-11-11
Critical Issues in Human Resource Management will enable all HR students to take a critical approach to HR issues. Outlining the influences and shapers of HR strategy including ethics, managing in different national contexts, employment relations, politics, governance and finance, this book provides students with a full understanding of the complexities of HRM strategy and what the implications of these are. There is also a crucial discussion of critical issues in the processes and practice of HRM including the dilemmas of onshoring and offshoring, gender equality, challenging institutional racism and disability discrimination in the modern workplace to enable readers to think deeply and critically about these issues. Critical Issues in Human Resource Management also includes discussion of the application of HRM in different sectors such as manufacturing, the public sector, the private sector and not-for-profit organizations. This will enable HR students to examine HR practices in specific industries and to think about how issues might be dealt with differently in different sectors rather than assuming that best practice is universal. Online resources include a lecturer guide with additional seminar activities and discussion topics, powerpoint slides and annotated weblinks for students to enable them to develop an astute, nuanced and critical approach to human resource management. Critical Issues on Changing Dynamics in Employee Relations and Workforce Diversity Yadav, Radha, Panday, Priyanka, Sharma, Naman, 2021-02-05. The past four decades have seen unprecedented social and economic changes that have demanded a transformation in existing employee relation practices. Shifts in demographics, gender diversity and an increased mobility of the workforce across the board has changed the landscape in which organizations operate. Against this backdrop, attitudes towards work and careers have changed, leading to different expectations of the workplace. These and other contextual changes mean that existing strategies of employee relation may no longer be effective. Critical Issues on Changing Dynamics in Employee Relations and Workforce Diversity is a collection of pioneering research that addresses the challenges and issues pertaining to the changing dynamics of employee relations and provides additional support to better deal with critical issues related to people management. While highlighting topics including employee engagement, workplace culture and diversified workforce, this book is ideally designed for human resource managers, managers, executives, researchers, business professionals, academicians and students seeking current studies on critical matters in employee relation techniques and practices. Critical Issues in Employee Management Robert Lipp, 1984. *Critical Issues in Educational Leadership* Michael Jazsar, Robert Algozzine, 2006. Critical Issues in Educational Leadership is a unique and original collection of essay-like chapters that present a straightforward, objective analysis of different perspectives on the major issues facing educational leadership professionals. This comprehensive text provides a multifaceted and balanced analysis of the major conceptual, practical and potential issues facing all individuals interested in educational leadership. Each chapter presents perspectives derived from years of research and practical experience that

address problems of effective educational leadership realistically Students are challenged to view educational leadership as a mix of theory process and contemporary practice that requires continuing systematic analysis and review Special Features Comprehensive critical issues presented in multidimensional original essays developed by the authors allow students and faculty to engage in a meaningful way Many problems concerns and dilemmas are illustrated in a thought provoking fashion to stimulate debate and discussion and provide direction for continuing dialogue that will foster professional development Important topics are presented throughout the book such as no child left behind ISSLC standards data driven decision making full service schools and shattering the glass ceiling that represents the range of crucial concerns that school leaders face today Concrete examples that show how theory translates into practice are included in all chapters Additional resources for instructors using this text are available in the Educational Leadership area at www.ablongman.com The resources on the site enhance and extend the richness of Critical Issues in Educational Leadership with attractive and effective PowerPoint presentations and a meaningful test bank of questions that are differentiated by levels of mastery Access to the site is available to adopters who request an access code from their local representative Package this text with MyLabSchool a powerful set of online tools that bring the classroom to life Visit www.mylabschool.com for more information

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Critical Issues in Human Resource Management Ian Roper, Rea Prouska, Uracha Chatrakul Na Ayudhya, 2019-09-21 By problematising core HR topics and presenting significant new developments in the field this engaging textbook will enable students to develop a nuanced and critical approach to HRM It integrates students understanding of the key operational aspects of HRM with the wider institutional social political and economic contexts in which they occur covering important and emerging topics such as intersectionality wellbeing international migration globalisation and corporate governance Theoretically rigorous and rich in pedagogy this textbook will hone students critical thinking skills allowing them to confront higher level problems faced in HR and deal with complex real world HR situations A range of topical international case studies ranging from iPhone factories in China to contemporary US politics places HR issues in a comparative global context This is an essential textbook for upper undergraduate postgraduate and MBA students studying contemporary or critical issues in HRM It can also be used as a supplementary text by those wanting to deepen their knowledge of HRM and by practitioners keen to understand how core HRM topics intersect with wider contemporary and global issues

Critical Issues in Business Conduct Walter W. Manley, William A. Shrode, 1990-07-24 Designed as a convenient clearly written and comprehensive desktop reference for executives and managers Critical Issues in Business Conduct addresses the legal ethical and social issues that will dominate business in the 1990s Based upon a research project in which 276 of America's most successful and well managed firms actively participated

the book explores topical issues arising from the relationship between business organizations and their external constituencies consumers government agencies competitors and others as well as those which characterize relationships between businesses and their own managers employees directors and shareholders From the impact of AIDS and problems of drug and alcohol use in the workplace to financial accounting employee rights and sexual harassment this unique resource provides both detailed discussion and practical guidelines for dealing with the most critical concerns of managers and executives today The business issues selected for coverage are those that firms of all sizes must successfully address to remain competitive in the global markets of the 1990s Separate chapters examine such topics as drug testing and treatment programs equal employment opportunity and affirmative action workplace safety protecting proprietary and confidential information marketing and advertising issues insider trading and securities laws and more Special care has been taken to incorporate the most current developments including recent Supreme Court decisions that will affect business firms responses in the areas of punitive damages business speech age and sex discrimination the environment and a myriad of employer and employee rights and responsibilities Some 1 000 references are included making this the most complete one volume resource of its kind available In addition to executives and managers the book will also be of significant value to corporate attorneys and board members as well as to students in management and business programs

Critical Issues in Employee Management Robert Lipp, 1986-06-01 *Problem Employee Management* Willa M. Bruce, 1990-05-07 Written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee As the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager's time This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them Bruce calls for a proactive approach toward the problem employee and demonstrates field tested methodologies for dealing with a variety of problem workplace behaviors Particular emphasis is given to the techniques of Performance Monitoring a technique based on Reality Therapy Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior The author begins by defining the problem employee and offering examples of typical problem employee response patterns She goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance Two chapters introduce effective methods for dealing with the problem employee Performance Monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems Turning to situations that require outside help Bruce provides a step by step procedure for both establishing an Employee Assistance Program and utilizing an existing one Directions for training

supervisors to handle problem employees are provided Because the experience of managing a problem employee can be an extremely difficult one Bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee Finally Bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option Critical Issues in Office Automation Walter A.

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