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human resource management 2e presents multifaceted up to date and all inclusive information which will be useful to students and professionals pursuing human resource management hrm going beyond the coverage of a traditional textbook this book focuses on applied aspects of hrm which capture the evolving challenges in the field application approach is followed to enrich them with as many examples as possible from not only india but from the world over making the topics more meaningful

employment law introduces the issues involved in the regulation of employees and their relations with their employers it explain the framework governing employment contracts dismissal procedures and redundancy payments the book also covers tupe discrimination law and family friendly legislation

with the increasing globalization and fast paced technological advances in business today service organizations must to respond to the changing business dynamic between employers and employees the service industry has metamorphosed into a revolution not only in united states but in developed and developing countries also highly industrialized countries have become service economies at least when measured in terms of share of the workforce employed in service industries this new book employees and employers in service organizations emerging challenges and opportunities the first volume in the 21st century business management book series provides an in depth exploration of recent concepts and trends in business management in the service industries it looks at the changing expectations and loyalties of young workers and others and the challenges and opportunities presented for service employers the book considers theory and research findings providing a plethora of practical implications and applications for these new workplace behavior dynamics exploring the different perspectives and concepts from the book s researchers and authors employees and employers in service organizations emerging challenges and opportunities cover themes such as work life balance spirituality in the workplace emerging positive psychology concepts such as psychological capital knowledge management and mindfulness expectations motivation and behavior of different generations such as generation y this informative volume will be valuable for faculty teaching courses in management and self improvement for leaders and executives as well as for those in service industries

this book is primarily for parents looking for a source of information which compares the different types of childcare available in the uk it provides information on the financial consequences commitments and obligations that come with each of the different forms of childcare employers should find the book useful because of the employment tax consequences of childcare benefits and the variety of childcare concerns brought to hr relating to a wide range of employees employers who value their employees and seek to be both considerate and fair will want to know how they can help in childcare matters in the most cost effective and tax efficient manner childcare professionals may find some aspects of this book useful such as the

section on expenses and accounts for child minders nannies may be interested in understanding how much their net salary package actually costs their employers the book should also help childcare providers to benchmark their service and understand the financial consequences for parents and themselves of certain payments and benefits parents as employees with children face a dichotomy on the one hand they have a contractual obligation to their employer and frequently have a strong personal investment in their career or profession on the other hand the duty of care and the desire to do the best for their children is paramount many parents are fully alive to their dual responsibilities and are extremely grateful for any support offered to them by their employer and indeed their colleagues if friction arises it is invariably when childcare arrangements break down or where there is a lack of understanding or communication this book seeks to set out not only the various options available to parents with the concomitant potential costs and obligations but also to discuss alternative and back up arrangements many sources of information on childcare focus on new parents and their babies while this is a critical time when parents seek advice the childcare arrangements suitable for a couple with a baby may be very different from those for a single parent with school aged children in this publication consideration is given to childcare for babies through to teenagers

taking a global and multidisciplinary approach the sage international encyclopedia of travel and tourism brings together a team of international scholars to examine the travel and tourism industry which is expected to grow at an annual rate of four percent for the next decade in more than 500 entries spanning four comprehensive volumes the encyclopedia examines the business of tourism around the world paying particular attention to the social economic environmental and policy issues at play the book examines global regional national and local issues including transportation infrastructure the environment and business promotion by looking at travel trends and countries large and small the encyclopedia analyses a wide variety of challenges and opportunities facing the industry in taking a comprehensive and global approach the encyclopedia approaches the field of travel and tourism through the numerous disciplines it reaches including the traditional tourism administration curriculum within schools of business and management economics public policy as well as social science disciplines such as the anthropology and sociology key features include more than 500 entries authored and signed by key academics in the field entries on individual countries that details the health of the tourism industry policy and planning approaches promotion efforts and primary tourism draws additional entries look at major cities and popular destinations coverage of travel trends such as culinary tourism wine tourism agritourism ecotourism geotourism slow tourism heritage and cultural based tourism sustainable tourism and recreation based tourism cross references and further readings a reader s guide grouping articles by disciplinary areas and broad themes

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