

## Hay Group Guide Chart

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formerly published by chicago business press now published by sage in hrm core concepts author jean phillips provides a concise yet comprehensive overview of human resource management the central theme of this text is to prepare your students to effectively apply hrm concepts in the areas of hiring developing motivating and retaining the right people enabling them to become better managers and more effective leaders

based on the authors experience research and benchmarking activities this definitive book explains that reward management is about performance of individuals teams and the whole organization it examines in detail the processes and various approaches that can be adopted to achieve and reward outstanding skill and competence levels in the workplace comprehensive and highly practical in its approach it takes a strategic perspective and addresses the wide gap that exists between theory and practice with a focus on the implications for practitioners this revised fifth edition includes new and updated chapters on age discrimination bonus schemes recognition schemes and pensions

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