

1. Record Nr.	UNINA9910407712003321
Autore	Opute John E.
Titolo	HRM in Africa : Understanding New Scenarios and Challenges in an Emerging Economy // by John E. Opute
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Palgrave Macmillan, , 2020
ISBN	9783030471286 3030471284
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (103 pages)
Collana	Palgrave Pivot
Disciplina	658.30096
Soggetti	Personnel management International economic integration Globalization Business Africa Human Resource Management Emerging Markets and Globalization African Business
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Chapter 1. Introduction -- Chapter 2. Recruitment and Selection -- Chapter 3. Training and Development -- Chapter 4. Appraisal, Rewards and Promotion -- Chapter 5. Succession Planning -- Chapter 6. Management of Disputes, Exits and Retirement -- Chapter 7. Concluding Notes.
Sommario/riassunto	This book explores the effective management of HR functions in an African context. While previous research has thoroughly explored central issues such as staffing, benefits, employee relations, and HR compliance, other topics such as appraisals, promotion, succession planning, and exits have rarely been considered. The author draws on empirical research and incorporates contextual issues such as technology, politics, culture, and economics to enrich readers' understanding of HR in Africa's emerging economies. By highlighting theoretical underpinnings while also placing emphasis on the practical

relevance of HR issues, this book offers an insightful guide for students and scholars interested in HR and management in developing economies. John E. Opute is Senior Lecturer in Human Resources Management at London South Bank University, UK, where he is also Course Director for the MSc in International Human Resources. He has over 25 years of industry experience, spanning Africa, Europe, and North America, and has held senior management positions at several multinational enterprises.

---