

1. Record Nr.	UNINA9910735788003321
Autore	Mordi Chima
Titolo	Managing Human Resources in Africa : A Critical Approach / / edited by Chima Mordi, Hakeem Adeniyi Ajonbadi, Olatunji David Adekoya, Toyin Ajibade Adisa
Pubbl/distr/stampa	Cham : , : Springer Nature Switzerland : , : Imprint : Palgrave Macmillan, , 2023
ISBN	9783031338786 3031338782
Edizione	[1st ed. 2023.]
Descrizione fisica	1 online resource (341 pages)
Collana	Business and Management Series
Altri autori (Persone)	AjonbadiHakeem Adeniyi AdekoyaOlatunji David AdisaToyin Ajibade
Disciplina	658.30096
Soggetti	Personnel management Business Africa Employee health promotion Diversity in the workplace Human Resource Management African Business Employee Health and Wellbeing Diversity Management and Women in Business
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	1. Training Experts' Perceptions of the Relationship between Performance Management, Training Needs Analysis and Training Intervention at the State-Owned Enterprise in Limpopo Province, South Africa -- 2. The Effect of Talent Management on Performance – Evidence from Egyptian Travel Agencies -- 3. Talent Acquisition Practices in South Africa -- 4. HRM Practices in Egypt: Towards Women's Empowerment, Work-Life Balance, and Employees' Wellbeing -- 5. Work-Life Balance among Medical Doctors in Public Hospitals in Algeria -- 6. Inclusion for Equality Practices in Higher Education Institutions in

Cameroon -- 7. Does the Presence of Ethnic and Gender Diverse Directorships Impact Firm Performance? A Multisector Study of Board Diversity in Nigeria -- 8. Industrial Trade Dispute and Legal Regulation in Nigeria -- 9. Extending the HR Role in Global Value Chains: The Monitoring and Control of HR Practices in the South African Automotive Industry -- 10. Satisfaction with Human Resources Management Practices and Turnover Intentions: The Moderating Role of Age and Seniority -- 11. Challenges of Adopting and Implementing Green Human Resource Management Practice: The Perspectives of Organisational Culture and Political Commitment in Nigeria -- 12. The Future of Work in Africa: Exploring Platform Work Experience in Selected Sub-Saharan Africa Countries -- 13. International HRM Practices in Africa: The Implications of Chinese Firms Operating in Africa.

Sommario/riassunto

Over the decades, academic literature has too often neglected the complexities and diversity of the African continent and the challenges faced by both multinational companies working across Africa and domestic African companies, particularly in the field of human resources. This edited collection has been compiled with the aim of developing our understanding and practice of HRM in an African context within an increasingly global work milieu. Chapters focus on different African countries and are underpinned by a critical approach to HRM, which goes beyond focusing on the business cases but considers the sensitivity of the national context. The authors draw on various types of research (conceptual, theoretical and empirical) and incorporate contextual issues such as technology, politics, culture, and economics to supplement the readers' insights into the current state of human resource management in African countries. By highlighting theoretical underpinnings and emphasising the practical relevance of HR issues, this book offers an insightful guide for students and scholars interested in HR and management in developing economies. Chima Mordi is a Reader and Associate Professor in the College of Business, Arts and Social Sciences at Brunel University, UK. He has published widely on international business in emerging and developing markets, in particular the state of labour relations, comparative HRM in Africa, Asia and Middle Eastern countries, employer's flexibility, the regulation of workloads in large firms, and work-life balance of white collar-workers. Hakeem Adeniyi Ajonbadi is a Senior Lecturer in International Human Resource Management and Organisational Development at Birmingham City University, UK. He has authored four books and over fifty articles in peer-reviewed journals on various aspects of HRM and Entrepreneurship. Olatunji David Adekoya is a Senior Lecturer at the College of Business, Technology and Engineering, Sheffield Hallam University, UK. His key research examines HRM in African countries, with a strong focus on work-life balance, organisational flexibility and employment relations. Olatunji has published several articles and contributed to two edited collections. Toyin Adisa is a Senior Lecturer in HRM/OB at the University of East London, UK. He teaches and researches issues in comparative human resource management, Employment relations and Reforms in emerging and developing economies. He has published widely in journals and has co-edited two books for Palgrave Macmillan. .
