

1. Record Nr.	UNINA9910795875203321
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Titolo	The Future of Human Resources : Unlocking Human Potential
Pubbl/distr/stampa	New York : , : Business Expert Press, , 2022 ©2022
ISBN	1-63742-228-8
Edizione	[First edition.]
Descrizione fisica	1 online resource (234 pages)
Collana	Business Expert Press human resource management and organizational behavior collection
Disciplina	658.3
Soggetti	Personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Part 1. Employee-centered approach. Chapter 1. The hanging world of work ; Chapter 2. A world without work? ; Chapter 3. Employee purpose, potential, and perspective ; Chapter 4. The employee lifecycle framework ; Chapter 5. The big HR mindset shifts -- Part 2. Starting phase of employment. Chapter 6. Shift 1: Past performance to future potential ; Chapter 7. Shift 2: Induction to integration ; Chapter 8. Shift 3: Onsite to hybrid working ; Chapter 9. Shift 4: Them and us to collaboration -- Part 3. Developing phase of employment. Chapter 10. Shift 5: Training to multidimensional learning ; Chapter 11. Shift 6: Job to nonjob roles ; Chapter 12. Shift 7: Job description to role description ; Chapter 13. Shift 8: Job design to job redesign ; Chapter 14. Shift 9: Competition to partnership -- Part 4. Rewarding phase of employment. Chapter 15. Shift 10: Technical knowhow to people leadership ; Chapter 16. Shift 11: Appraising to developing performance ; Chapter 17. Shift 12: Carrot and stick to human spirit and work -- Part 5. Parting phase of employment. Chapter 18. Shift 13: Exit interviews to building networks -- Action plan.
Sommario/riassunto	Warp speed change is now a constant. What do organizations need to do to maximize the potential of their employees in the new reality? The tired cliché that employees are our greatest asset is false. It's unlocking the potential of employees that's the greatest asset. THE FUTURE OF HUMAN RESOURCES confronts the conventional employment practices of selecting, inducting, developing, rewarding, and exiting employees.

This book is a comprehensive blueprint for HR professionals to make the necessary changes to accommodate a new mentality. Thirteen traditional practices are challenged, and fresh, practical pathways offered. Dr. Tim Baker, according to leadership guru, Marshall Goldsmith, is "one of today's most influential HR experts." He offers new insights about what's still considered conventional wisdom, such as employee induction, the job description, and succession planning. THE FUTURE OF HUMAN RESOURCES provides you with a roadmap to navigate the post-Covid world of work.
