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Nota di contenuto	Intro -- Endorsements -- Acknowledgements -- Table of Contents -- About the Editor -- About the Contributors -- Foreword by Dr Hischam El-Agamy -- Introduction -- About The Book -- Chapter 1: HR at the Centre by Paul Norman -- The Pandemic -- The New Normal -- Disruption and Discontinuous Change -- The New HR Priorities -- Conclusion -- Chapter 2: The New World of Work by Paul Norman -- The Digitisation of Everything -- The Hybrid Workplace -- Automation, Robotics and the 4th Industrial Revolution (4IR) -- The Gig Economy -- Generation Z -- Conclusion -- Chapter 3 -- Chapter 3: The Power of Purpose by Andrew Millson -- Where it All Began -- A Look in the Mirror -- Conscious Capitalism -- Love and Fear -- Acknowledging our Impact on the World -- Key Principles in the Journey to Being More Purpose-Led -- Conclusion -- Chapter 4: Radical New Talent Management Strategies for a Radical New Workplace by Selo Govender -- The Age of the Open, Fluid Talent Economy -- Traditional Talent and Succession Management is being "Turned on its Head" -- Democratising Talent Management in the New World of Work; The Need for Social Connection -- Conclusion -- Chapter 5: People Development for the New World of Work by Vanisha Balgobind -- Introduction -- Embracing the Future of Work -- The Learning Organisation -- The Employee Value Proposition as a Key Differentiator -- Smart Workforce -- Defining Capabilities -- Accelerating Reskilling and Upskilling -- Lifelong Learning and Self-learning -- The Role of Leadership and Mindsets -- Challenges Affecting People Development

Post the Pandemic -- The Exxaro Story -- Our People, Our Heartbeat!
Taking our People into the Future -- Exxaro's People Strategy --
Conclusion -- Chapter 6: Reinventing Remuneration, Benefits and
Recognition for the New Reality by Dr Mark Bussin & Daniela
Christos -- Introduction.
100 Year Old Remuneration Trends -- Organisational Changes
Resulting from Covid-19 -- Work from Anywhere -- Further Covid-19
Trends -- Changing with Change -- Remuneration Committees and
Remunerating Executives -- Owning your Space -- Organisational
Imperatives -- Conclusion -- Chapter 7: Multiple Perspectives on a
Possible New IR/ER Dispensation for the Post Covid-19 World of Work
-- 7.1 Informal Workers and Flexible Organisation Seizing the Covid
Moment* -- Introduction -- The African Labour Market -- Informal
Workers and Hybrid Organisation -- New Opportunities for Worker
Organising -- Conclusion -- 7.2 A new IR Dispensation in the New
World of Work -- Introduction -- The Effect Covid-19 had on Collective
Industrial Relations -- The Effect of Unemployment on a New Union-
Employer Bargaining Model -- Alternative Transition Towards a New
Bargaining Model -- Centralised Collective Bargaining under Pressure
-- Movement towards Pluralism -- Impact of Job Security and Loss of
Income on Strike Action -- Post-Covid-19 and the Impact on Trade
Unions: Responding to the New World of Work -- Digital and Cyber
Unions and their Links to Youth -- Rendering an Individual Service --
Conclusion -- 7.3 Is it Time for a New IR Dispensation in the New World
of Work? -- Introduction -- The post-Covid World -- The post-Covid
Workplace -- Working from Home -- Impact on Employee Relations --
Reconsidering Employee Relations Strategies -- Legal Landscape --
Conclusion -- 7.4 Is it Time for a New Employee Relations Dispensation
in the Future World of Work? -- New Forms of Work and Employment
Situations -- Diverse Working Conditions, Shifting Time Variables and
the Dispersed Workplace -- The Emergence of Multi-faceted
Performance Management Processes -- Activism versus Trade
Unionism -- Social Dynamics and the Employer's Duty of Care --
Conclusion.
Chapter 8: The New Diversity, Equity and Inclusion (DEI) Realities and
Challenges -- Introduction -- The World of Work -- Underlying
Philosophies Shaping Organisational Perspectives and Approaches --
Diversity, Equity and Inclusion Business Case -- New DEI Challenges --
Lived Experiences through Storytelling Approaches -- Focus on Black
and White Fatigue -- Inclusive Leadership -- Conclusion -- Chapter 9:
Increasing Social Capital Through Employee Engagement, Employee
Experience and Belonging: The Spar Ltd Story -- People: The Key to
Competitive Advantage -- Engagement through Individual and
Organisational Alignment -- Social Capital: The Strategic Execution
Imperative -- Conclusion -- Chapter 10: Bringing The Human Back into
the Workplace: Changing Perspectives on Employee Health and Well-
being -- Introduction -- A Brief History of Wellness and Well-being --
Well-being Enters the Workplace and World of Work -- Repositioning
Employee Well-being on the Strategic Agenda -- From Theory to
Practice: The Momentum Metropolitan (MMH) Case -- Humanising the
Employee People Persona -- Adopting a Holistic Approach Towards
Human Well-being -- Implications for the Future -- Chapter 11: The
New Challenges for HR: The Governance of Ethics for the 2020s and
Beyond -- Introduction -- Global Trends Shaping the Organisational
Governance Agenda -- The New Scope of Organisation Governance:
The Extended Enterprise -- New Sources of Insight for the Expanded
HR Role -- Guidance From International and Multilateral Organisations
-- Foreign Bribery Legislation and Related Guidance Documents --

Research, Best Practices and Partnerships with Civil Society Organisations -- New Notions of Cross-Cultural Morality from The Field of Social Anthropology -- Better Understanding of Brain Function from The Field of Neuroscience.

Improved Insight into The Role of Cognitive Biases in Decision-Making -- Invaluable New Insights from The Burgeoning Field of Behavioural Economics -- Implications for the New HR Ethics Agenda -- Conclusion -- Chapter 12: Agility and Innovation - The Ultimate Organisational Coping Mechanism -- The Case of Media24 -- Introduction -- A Disrupted Industry: The Challenge -- What Do We Mean by Agility and Innovation? -- What Drives Agility and Innovation in Organisations? -- A Practical Framework for Agility and Innovation -- Conclusion -- Chapter 13: Developing a Growth Mindset - The Route to Flourishing Organisations -- Falling in Love with a Culture: Where Company and Personal Values First Met -- The Microsoft Story: Planting the Roots of a Growth Mindset -- Culture as Organisational Glue -- Where Leaders are Equals: Joining Hands for Cultural Change -- A Growth Mindset in Action: A Focus on Diversity and Inclusion -- Bringing Inclusivity into the New World of Work -- How Modern HR can Encourage a Growth Mindset in this New World of Work -- Accelerating Culture Change through Technology -- Technology as an Enabler in Hiring, Retaining and Developing Diverse Talent -- A Growth Mindset in Action: Investing in Employee Experience and Engagement -- Where Growth Mindsets meet Data and Analytics to help Employees find Better Ways to Work -- Finding the Sweet Spot between Technology and Culture: Lessons we have Learnt -- Chapter 14: Preparing The HR Leader for the Future: Capabilities and Ongoing Development -- Introduction -- Challenges for the HR Professional -- HR Capabilities -- HR Capabilities for a Future-Fit HR Practitioner -- HR Leadership -- Education and Research for the New HR Agenda -- Conclusion -- References -- Index.

Sommario/riassunto

The world has changed irrevocably and a new way of life and work in every aspect is now a reality. This requires HR to review its priorities and place renewed emphasis on being human and building effective human systems and human organisations.

The old ways of "doing HR" will no longer be relevant and it is time for HR to reimagine itself in a post-Covid world. This new role will demand a "new style" of HR professional, which is what Paul Norman and 17 fellow HR leaders address in HR: The New Agenda.

The contents include:

- * HR at the Centre
- * The New World of Work
- * The Power of Purpose
- * Changing Perspectives on Employee Health and Wellness
- * Increasing Social Capital
- * Radical New Talent Management Strategies
- * People Development for the New World of Work
- * New IR/ER Dispensation in the Post Covid Workplace
- * Reinventing Remuneration, Benefits and Recognition
- * The New Diversity and Inclusion Realities
- * Governance and Ethics for the 2020s and Beyond
- * Agility and Innovation
- * Developing a Growth Mindset
- * Preparing the HR leader for the Future

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Among the companies featured are: Accenture; Discovery; Exxaro; Food Lovers Market; Media24; MTN; Microsoft; Momentum and Spar.

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Autore	Hishida Masaharu <1950-, >
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Nota di contenuto	Book Cover; Title; Copyright; Contents; List of figures; List of tables; Notes on contributors; Introduction; 1 Trade unions and corporatism under the socialist market economy in China; 2 Direction of trade union reforms and corporatism in PRC: Based on a survey of primary trade union chairmen (2004-6); 3 Between the party-state, employers and workers: Multiple roles of the Chinese trade union during market transition - A survey of 1,811 enterprise union chairpersons; 4 The morphogenesis of the CPC: Organizational issues Appendix 1 China Institute of Industrial Relations: Questionnaire of primary trade union chairmenAppendix 2 Survey data; Index
Sommario/riassunto	This book examines the status of trade unions in contemporary China, exploring the degree to which trade unions have been reformed as China is increasingly integrated into the global economy, and discussing the key question of how autonomous China's trade unions are. Based on an extensive, grass-roots survey of local trade union chairpersons, the book reveals that although trade unions in foreign

owned firms and in firms dealing with foreign firms are beginning to resemble trade unions in the West, in the majority of firms a state corporatist model of trade unions continues, with chairmen a
