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Nota di contenuto	<p>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&#x2026; 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</p>

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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._x000D__x000D_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._x000D__x000D_The contents include: _x000D_* HR at the Centre_x000D_* The New World of Work_x000D_* The Power of Purpose_x000D_* Changing Perspectives on Employee Health and Wellness_x000D_* Increasing Social Capital_x000D_* Radical New Talent Management Strategies_x000D_* People Development for the New World of Work_x000D_* New IR/ER Dispensation in the Post Covid Workplace_x000D_* Reinventing Remuneration, Benefits and Recognition_x000D_* The New Diversity and Inclusion Realities_x000D_* Governance and Ethics for the 2020s and Beyond_x000D_* Agility and Innovation_x000D_* Developing a Growth Mindset_x000D_* Preparing the HR leader for the Future_x000D__x000D_The Authors include _x000D__x000D_Prof Kurt April; Vanisha Balgobind; Johan Botes; Dr Mark Bussin; Daniela Christos; Wilhelm Crous; Gideon du Plessis; Shelagh Goodwin; Selo Govender; Akona Makoboka; Andrew Millson; Penny Milner Smythe; Jasmin Pillay; Thuli Tabudi; Ninette van Aarde; Dr Dieter Veldsman; Prof Edward Webster_x000D__x000D_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
