



# Human Resources Management: Perspectives, Context, Functions, and Outcomes (4th Edition)

*Gerald R. Ferris, M. Ronald Buckley, Donald B. Fedor*

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This collection of 60 current readings explores the important contemporary perspectives and issues in the field of human resources management—from a decidedly *applied*, rather than scholarly, orientation. The readings include a mix of recently published articles from journals in the field, along with many articles written specifically for the book. It addresses such issues as corporate culture, values, employee rights and responsibilities, ethics, the nature of the changing employment relationship, mergers and acquisitions, and employee cynicism, and how such factors influence the practice of HRM. Overview of Human Resources Management. Perspectives on Human Resources Management. The Contemporary Legal Environment. The Labor Market and the Changing Workforce. Human Resources Planning and Staffing. Performance Evaluation and Management. Compensation and Reward Systems. Human Resources Development. Labor Relations in Contemporary Work Environments. Rights, Responsibilities, Values, and Ethics. Organization Culture and Change. Work Environment Stressors, Support, Safety, and Health. Employee Attitudes. Organizational Exit. Performance and Effectiveness. For Personnel and Human Resources Managers.

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