



Human Resource Management

By David A. DeCenzo; Stephen P. Robbins

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This text provides a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the application of theory, the Seventh Edition carefully integrates real examples with the most up-to-date information available.

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Editorial Review

From the Publisher

This new edition features a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the application of theory, the book carefully integrates actual data and examples as well as the most up-to-date information available. Discusses the most critical issues in HRM today: globalization, diversity, empowerment, employee rights and ethics.

From the Back Cover

DeCenzo and Robbins connect theory to applications, with:

- **Concise, thorough coverage:** Provides a practical look at the most critical issues in human resource management.
- **The HRM Workshop:** These end-of-chapter workshops promote analytical, diagnostic, team-building, investigative, and writing skills.
- **Online HRM Experiences:** 10 online, interactive scenarios allow you to experience the real world of human resource management.
- **Examples and cases from real companies:** Examine human resource issues at organizations such as the Major League Baseball Players Association, UPS, General Electric, OSHA, and more.
- **Business Extra Select:** Enables instructors to add copyright-cleared articles, cases, and readings from such leading business resources as INSEAD, Ivey and Harvard Business School Cases, *Fortune*, *The Economist*, *The Wall Street Journal*, and more.

About the Author

David A. DeCenzo received his Ph.D. from West Virginia University. He is the Director of Partnership Development and Professor of Management at Towson University. His major teaching and research interests focus on the general areas of human resource management, management, and organizational behavior. He has published articles in such journals as Harvard business Review, Business has published articles in such journals as Harvard Business Review, Business Horizons, Risk Management, Hospital topics, and Performance and Instruction.

Dr. Duecento has spent his recent yeas writing textbooks. His books include Human Resource Management, 7th edition (2002) with Stephen Robbins; Human Relations (2002) with Beth Silhanek, Essentials of Labor Relations (1992) with Molly Bowers and Employee Benefits (1990) with Stephen Holoviak, all published by Prentice Hall. These books are used widely at colleges and universities in the U.S., as well as schools throughout the world.

Dr. DeCenzo also has industry experience as a corporate trainer, and has served as a consultant to a number of companies, including G&K Services, Inc., Fairpoint Communications, Moen, Inc., Healthcare Strategies, Inc., AlliedSignal Technical Services Corporation, Citicorp, Teledyne/Landis Machine company, Blue Cross & Shield of Maryland, the Tnemec Company the James River Corporation, Packaging Division, and the Managerial and Professional Society of Baltimore.

In Dr. DeCenzo's other life, he participates in raising his four children(Mark, Meredith, Gabriella, and Natalie) with his wife, Terri. He isn't setting any world record times, but does plenty of "running" around.

Stephen P. Robbins received his Ph.D. from the University of Arizona. He previously worked for the Shell Oil Company and Reynolds Metals Company. Since completing his graduate studies, Dr. Robbins has taught at the University of Nebraska at Omaha, Concordia University in Montreal, the University of Baltimore, Southern Illinois University at Edwardsville, and San Diego State University. Dr. Robbins' research interests have focused on conflict, power, and politics in organizations, as well as the development of effective interpersonal skills. His articles on these and other topics have appeared in such journals as Business Horizons, the California Management Review, Business and Economic Perspectives, International Management, Management Review, Canadian Personnel and Industrial Relations, and the Journal of Management Education.

In recent years, Dr. Robbins has been spending most of his professional time writing textbooks. These include Management 7th edition (2002) with Mary Coulter, Organizational Behavior, 9th edition (2001); Supervision Today! 3rd edition, (2000) with David DeCenzo; Managing Today! (2000); Essentials of Organizational Behavior, 6th edition (2000); Training in Interpersonal Skills, organizational Behavior, 6th edition (2000); Training in Interpersonal Skills, 2nd edition, (1996) with Philip Hunsaker; and Organization Theory, 3rd edition (1990), all published by Prentice Hall. These books are used at more than a thousand U.S. Colleges and universities, as well as hundreds of schools throughout Canada, Latin America, Australia, New Zealand, Asia, Scandinavia, and Europe.

Users Review

From reader reviews:

Clarence Anderson:

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