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Staffing Organizations

Eighth Edition

Staffing
Organizations

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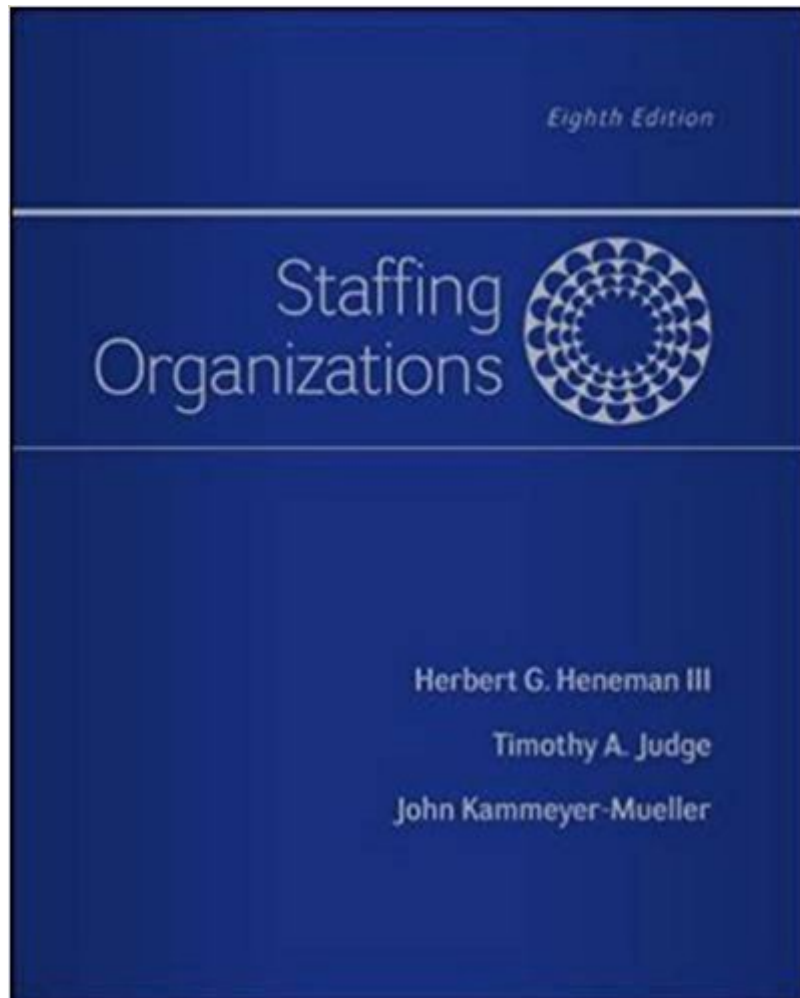
Synopsis

Heneman&#39s and Judge&#39s Staffing Organisations, 8e, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, and employment), and staffing system and retention management. Up-to-date research and business practices are the hallmarks of this market-leading text. In-depth applications (cases and exercises) at the ends of chapters provide students with skills-building and practice in key staffing activities and decision making. A comprehensive running case involving a fictitious retailing organisation provides even greater opportunity for in-depth analysis and skills-building. Students also have the opportunity to address ethical issues at the end of each chapter.

Book Information

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Customer Reviews

Timothy A. Judge is the Matherly-McKethan Eminent Scholar, Department of Management, Warrington College of Business, University of Florida. Prior to receiving his PhD at the University of Illinois, Tim was a manager for KohlÃ¢â ¬â„¢s department stores. Tim has also served on the faculties of Cornell University and the University of Iowa. TimÃ¢â ¬â„¢s teaching and research interests are in the areas of personality, leadership and influence behaviors, staffing, and job attitudes. He serves on the editorial review boards of Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, and Organizational Behavior and Human Decision Processes. Tim is a former program chair for the Society for Industrial and Organizational Psychology, and past chair of the Human Resources Division of the Academy of Management. Tim

is Fellow of the American Psychological Association and the Society for the Industrial and Organizational Psychology, and in 1995 he received the Ernest J. McCormick Award for Distinguished Early Career Contributions from the Society for Industrial and Organizational Psychology. In 2001 he received the Cummings Scholar Award for the Academy of Management.Herbert G. Heneman III is the Dickson-Bascom Professor Emeritus in the Management and Human Resources Department, School of Business, at the University of Wisconsin-Madison. He also serves as a senior researcher in the Wisconsin Center for Educational Research. Herb has been a visiting faculty member at the University of Washington and the University of Florida, and he was the University Distinguished Visiting Professor at the Ohio State University. His research is in the areas of staffing, performance management, compensation, and work motivation. He is currently investigating the design and effectiveness of teacher performance management and compensation systems. Herb is on the board of directors of the Society for Human Resource Management Foundation, and serves as its director of research. He is the senior author of three prior textbooks in human resource management. Herb is a Fellow of the Society for Industrial and Organizational Psychology, the American Psychological Association, and the Academy of Management. He is also the recipient of the career achievement award from the Human Resources Division of the Academy of Management.

This was my textbook for one of my junior/senior classes at university. This was an okay textbook to read during the semester because I learned some important parts of recruitment, selection, and retention of employees for companies. It has pretty straight forward definitions and details throughout the book. The visuals seemed a bit too blah for my liking but they did help with the lessons a little then again not as much as I would have liked. It makes me sad to say there wasn't anything that wowed me about this textbook so I'm not sure I could give this book a 4 star rating even though the visuals and boring information that were my only problems with this book.

As another reviewer mentioned, this was a dull, flat text book. Long chapters with little in way of layout and presenting important information. To be fair with regards to this book review, I could not get past the first two chapters, so maybe it got better had I continued. I ended up postponing taking this course in hopes that when I attempt to take it again next year that the instructor will have changed books by then.

I rented this book because I had to for my Staffing Organizations class. They seem to explain the

concepts and legalities of staffing fairly well. They have an accompanying casebook that your professor usually provides. The questions in the casebook are generally quite tough and sometimes contain errors. There are multiple editions of the text and the casebook so beware of what you find online for the essays related to the casebook.

great product, fast delivery

The book is really very complete. Both I and my students appreciate its value as text and reference (one of my students had gotten the book electronically for the semester, and afterwards, told me she would ask for a paper copy for Christmas). I built a talent management class mostly around the book, mainly adding some outside case materials. I do not give 5 stars easily, but this is a good one.

Delivered as promised!

Material is on point but doesn't do a good job of explaining the theories discussed and how they would relate to "real life" scenarios. Chapters are too long as well as many of them are upwards of 50-70 pages per chapter.

Very satisfied. Delivered quickly, and the price is excellent!

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