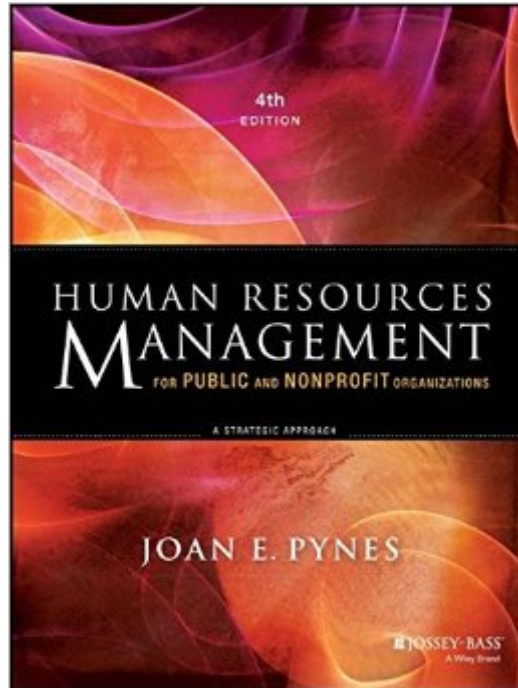


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# Human Resources Management For Public And Nonprofit Organizations: A Strategic Approach



## Synopsis

Since the first edition was published in 1997, *Human Resources Management for Public and Nonprofit Organizations* has become the go-to reference for public and nonprofit human resources professionals. Now in its fourth edition, the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis, changes in federal employment laws, how shifting demographics affect human resources management, the increased use of technology in human resources management practices, how social media has become embedded in the workplace, and new approaches to HRM policy and practice. Written by Joan E. Pynes—a noted expert in public administration—this authoritative work shows how strategic human resources management is essential for managing change in an increasingly complex environment. The book includes new material on workplace violence and employee discipline, updates on the legal environment of HRM, suggestions for managing a diverse workforce, a wealth of revised tables and exhibits, the most recent developments in collective bargaining in the public and nonprofit sectors, the most current approaches to recruitment and selection, an overview of recent information on compensation and benefits, an update of the technological advances used for strategic human resources management, and examples of HRM policies from other countries. The book also includes an enhanced instructor's guide with examination questions, PowerPoint® slides, experiential exercises, and video vignettes that are coordinated with chapters in the book.

## Book Information

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I have no complaints about the content or writing style of this book. It was a requirement for a course so it serves its purpose. My only complaint is like many Kindle versions, pages are not marked which makes citing the work difficult.

Purchased this book for a course and I am very happy that I did. The book is easy to read, interesting and provides insightful information pertaining to nonprofit, for-profit, government and other organizational human resource management processes. On a side note, thanks to this book I have a better understanding of my own job position and how I contribute to the organization. I also understand how and what I can do to apply for other positions within and outside of the organization. The book is definitely worth the price.

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This book was a good book for learning about human resources but I did not think it made the topic as interesting as it could have been. It was a little tedious at times.

An excellent resource for modern marketing and business majors. Well-documented explanations and examples for the novice to the hard-edged veteran in the business world.

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Very poorly written. Many incomplete or grammatically incorrect sentences.

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