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The Present Book Is The Most Authentic Presentation Of Contemporary Concept, Tools And Application Of Human Resource Management. All The Latest Developments In The Arena Have Been Incorporated. It Remarkably Differs From The Books On The Subject Written In A Conventional Manner As It Does Not Attempt To Rediscover Personnel Management Under The Garb Of Human Resource Management. A Separate Chapter On Strategic Human Resource Management Is The Uniqueness Of This Book. Attempt Has Been Made To Provide For The Ambitious Students And The Inquisitive Scholars A Comfortable, Genuine And Firm Grasp Of Key Concepts For Practical Application Of Human Resource Management Techniques In Actual Business Organisations. Review Questions Have Been Provided At The End Of Each Section To Help The Students Prepare Well For The Examination. In Its Description Of The Entire Conceptual Framework Of Human Resource Management, Care Has Been Taken To Avoid Jargons Which Usually Obscure A Work Of This Kind. Another Speciality Of The Book Is That It Can Be Used As A Textbook By Students And As Handbook By Hr Managers And Practitioners. It Will Be Highly Useful For The Students Of Mba/Mhrm/Mpm/MLw/Msw In Hrm And M.Com. Courses Of All Indian Universities.

Flexible Benefits and Employee Choice summarizes literature on a series of issues related to flexible compensation. Both academic and practical pieces published in the areas of economics, demography, business, sociology, psychology, law, and administration are included. The review is divided into five main sections. The first section presents an overview of the literature on flexible compensation. Within this broad overview, subsections focus on (1) the advent and growth of flexible compensation; (2) the present legal status of flexible compensation; (3) the design, structure, and operation of flexible compensation plans; (4) the advantages and disadvantages of flexible compensation plans; and (5) the future outlook for flexible compensation. The second section presents seven organization case studies. The organizations were chosen so as to capture a range of industries, flexible compensation plans, and experiences with those plans. The third section presents 56 abstracts of the main published pieces on this subject. References to the abstracted material plus some additional pieces relating to fringe-benefit systems and benefit planning are listed in the section entitled "Recommended Reading." The section on "Additional Reading" lists many older pieces on flexible compensation and fringe benefits which might be of some use to practitioners and other individuals trying to develop a deeper and more historical understanding of the development of the literature on this subject.

This exclusive travel guide guides the visitor through the most incredible activities to be found in Shanghai: savour the food of world-class chefs in Asia's most romantic two-seater salon; eat at the best holes-in-the-walls and discover local street food haunts; find the best tailors and quality cashmere, satins and brocades by the yard; expert

This book offers guidance for understanding benefits options and plan structures, and making better decisions for your organization. Writing for both HR and finance professionals, internationally respected compensation and benefits professor and consultant Bashker Biswas drills comprehensively into today's most important benefits-related topics and challenges.

Employee Benefits Design and Planning covers all this, and much more: Finance and accounting implications of Healthcare benefits Other risk benefits Severance benefits Disability and group life insurance programs Flexible benefits Non-qualified deferred arrangements 409A plans, ESOPs, Money Purchase Pension Plans, Cash Balance Plans, 401(k), 403(b) plans and 457 Plans Employee benefit plan financial reporting, legal compliance, and auditing Employee benefits in mergers and acquisitions Self-funding vs. insurance funding decisions Global employee benefits including umbrella pension plans and multi-national pooling Equity participation in employee benefit plans Biswas introduces and explains key employee benefit metrics and ratios, and demonstrates best practices for forecasting costs and budgeting appropriately. For all compensation professionals, benefits professionals, human resource professionals, accounting professionals, labor attorneys, financial analysts, and finance professionals. Readers will have roles in benefits-related consulting, finance, accounting, and human resource management, both domestic and international.

From small law offices to federal agencies, all entities within the justice system are governed by complicated economic factors and face daily financial decision-making. A complement to Strategic Finance for Criminal Justice Organizations, this volume considers the justice system from a variety of economic and financial perspectives and introduces quantitative methods designed to improve the efficiency and effectiveness of organizations in both the non-profit and for-profit sectors. Using only a minimum of theory, Economic and Financial Analysis for Criminal Justice Organizations demonstrates how to make decisions in the justice system using multiple financial and economic models. Designed for readers with little knowledge of advanced mathematics, quantitative analysis, or spreadsheets, the book presents examples using straightforward, step-by-step processes with Excel and Linux Calc spreadsheet software. A variety of different types of decisions are considered, ranging from municipal bond issuance and valuation necessary for public revenues, pension planning, capital investment, determining the best use of monies toward construction projects, and other resource planning, allocation, and forecasting issues. From municipalities and police departments to for-profit prisons and security firms, the quantitative methods presented are designed to improve the efficiency and effectiveness of all organizations in the justice domain.

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