Designing Human Resource Management Systems: A Leader's Guide (Response Books)

Jayant Mukherjee

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Designing Human Resource Management Systems provides a framework for designing and implementing Human Resource Management (HRM) systems in various kinds of organizations, even those with limited resources. It is intended for leaders, decision makers, senior managers, HR practitioners, and consultants wishing to innovate, structure, and implement HRM systems in organizations.

Distinguishing features of the book are:

- Guidelines in each of the practice areas of HRM that identify key components and discuss important considerations in designing the sub-system of that practice area.

- Exhibits in the form of tools, questionnaires, inventories, forms, policies, and other aspects of utility for designing HRM systems.

- Key Terms and Concepts section in each chapter that provides relevant theory, concepts, and research in each practice area.

The book comprehensively covers concepts and relevant theories pertaining to job analysis, human resource planning, recruitment and selection, performance management, training and development, 360-degree feedback, mentoring and executive coaching, and reward management. The guidelines present a logical, simple, and easy-to-adopt approach with examples related to what can possibly go wrong and therefore what to guard against.

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