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REVENTION AT ISCAM 1. What
could ISCAM have done
throughout Wayne's
assignment and upon his

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return to Greater Sudbury to
arrange a smoother
repatriation for him?

Answer: ISCAM/IHRM could
have ensured that they had
proactive repatriation
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(Bayerische Motoren Werke in German, or Bavarian Motor Works in English) is basically a German company with vast experience in the field of cars and was introduced in 1916. ...
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finding solution: ...

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checks out the value of
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practices as a company broadens. After success with one shop, Angelo opens 2 brand-new shops and is thinking about launching more shops or franchising.

Angelo's Pizza Case Solution

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situations, these exercises
prepare supervisors and team
leaders for the challenging
problems they face in
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Discussion questions which evoke thought and analysis;

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Objectives: Improve participant's listening

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skills; Empower employees to negotiate; solutions fairly; Provide opportunities for participants to practice new skills in a supportive environment; Illustrate the skills needed to respond productively to complex

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issues. Activities Cover:
Performance appraisal;
Managing effectively; Sexual
harassment/discrimination;
Managing disruptive
employees;
Coaching/counseling
employees; Hiring the right

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person

A compilation of human resource management case studies highlighting some of the contemporary issues and practices in the major processes of human resource

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function. They offer experiential learning and will spur the interest of the students, faculties and practicing managers in understanding the various HR practices across organisations.

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Cases in Human Resource Management provides students with insights into common challenges, dilemmas, and issues human resource managers face in the workplace. Using a wide

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offers a fascinating set of over 40 evidence-based case studies derived from international research on work, employment and human resource management (HRM) .

About the book: With the

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rapid advancement in technology in the past few years, management students are required to acquire all-round understanding of their respective disciplines and specializations along with general knowledge. Case

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study approach in Management education is extensively accepted these days as an important tool of teaching strategy. Practical application of the subject knowledge is also essential and various tools are now

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available to acquaint the students with critical case studies. It has progressively changed the dynamics of traditional learning methodologies. This book endeavours to provide as much knowledge as

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possible on HR issues through case studies. It is a fine compilation of 24 cases, written over years of experience of working at sensitive areas. Out of these, three are real-life cases experienced at Tata

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Steel. Various HR aspects have been covered in this book. These case studies throw light on the real-life business situations where practicing managers face new challenges. This book would prove to be a rich source of

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Management, Personnel, and
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thinking and problem-solving skills in future hospitality managers. Using tried-and-tested real-life scenarios, this book thoroughly prepares hospitality students for a career in the field. Chapters are

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also contextualized and theorized with an additional reading section, organized by key concept. This book will be essential for all students of hospitality and an invaluable resource for current practitioners in the

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field as well.

This case, based on a fictional UK-based organization, gives learners the opportunity to think about key decisions involved in international assignments

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and to transfer their knowledge of domestic HR issues to an international context. Students will learn about the main elements and issues related to international assignments; when it is appropriate to

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use expatriate workers; the skills and knowledge needed by expatriate workers; and how organizations can prepare expatriate managers to succeed in an international assignment. A brief PowerPoint file with

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instructional materials
about international
assignments accompanies this
case.

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provide educators with a comprehensive set of cases in human resource management, covering many segments of the hospitality industry. From shorter cases with one problem, to longer cases with several problems,

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issues that managers must solve. Through active involvement in discussion, students assume the roles of working managers to:

Identify problems Determine
pertinent information
Appraise alternatives

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Develop realistic solutions
And, they will be applying
theory to real-life
situations, developing
skills as team members, and
enhancing critical thinking
and communication skills.

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Imagine a management

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philosophy based not upon serving a company's customers, but on serving the company's employees. Vineet Nayar, CEO of HCL Technologies in India, has put such a philosophy into practice with remarkable

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results. His "employee first, customer second" mantra has been recognized globally as an example of organizational innovation, and was deemed a "new and radical management philosophy" ripe for the

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picking in the Western world by Business Week. In this book, Nayar himself describes his blunt refusal to treat the flesh and blood of HCL--its people--as "human resource" or as "intellectual capital" or

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even as an asset like all its other assets—and how his unique perspective led to an holistic transformation of his organization. By putting employees on top of the organizational pyramid, he argues, your company can

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fully realize the value created in the interface between customers and employees. This book leads managers and executives through the five core aspects of Nayar's approach, demonstrating how to create

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a sense of urgency, overhaul incentives and reporting structures, foster transparency in communications and feedback, provide platforms for achievement and personal growth, and finally

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recognize the potential of every individual in the organization. The "Employee First" philosophy should be the fulcrum of the transformation journey of any organization.

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