

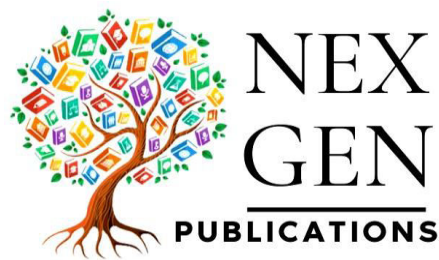
HUMAN RESOURCE MANAGEMENT:

Best Practices for the **Modern Organization**



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Human Resource Management: Best Practices for the Modern Organization



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Human Resource Management: Best Practices for the Modern Organization

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First Impression: July 2024

Human Resource Management: Best Practices for the Modern Organization

ISBN: 978-81-19477-45-6

DOI: <https://doi.org/10.5281/zenodo.13153010>

Rs. 1000/- (\$80)

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Published by:
Nex Gen Publications

Preface

Human resource management (HRM) plays a crucial role in the dynamic and ever-evolving commercial environment of today. The goal of this book, **"Human Resource Management: Best Practices for the Modern Organisation,"** is to give managers, HR specialists, and company executives a thorough manual for maximising employee potential. Our mission is to provide useful insights and tried-and-true tactics to improve organisational effectiveness by bridging the gap between theoretical ideas and real-world applications.

On order to showcase best practices that are both cutting edge and firmly based on sound principles, we have consulted an abundance of research, case studies, and real-world experiences. This book will help you navigate the intricacies of modern HRM, whether you are dealing with talent acquisition, employee development, performance management, or organisational culture.

It is our aim that these pages will provide readers with motivation and useful advice to help them build resilient and vibrant organisations. Effective HRM, in our opinion, is about enabling employees to do their best work rather than just controlling them; this will lead to the success and long-term viability of the company as a whole.

Acknowledgement

This book is the culmination of many people's hard work, many of whom made priceless contributions. We would want to sincerely thank the HR specialists and business leaders who so kindly contributed their knowledge and experiences. Their practical insights have enhanced and elevated this book to the status of a more useful manual.

We also acknowledge the contributions of our editors and research assistants, whose careful effort helped to guarantee the content's correctness and clarity. We would especially like to express our gratitude to our families and friends for their constant support and inspiration along our trip. We could not have completed this project without their patience and understanding.

Furthermore, we would like to express our gratitude to the innumerable HR professionals worldwide, whose commitment to excellence and love of their work never cease to inspire us. Their dedication to creating happy workplaces and encouraging organisational success inspires us to make contributions to the Human Resource Management sector.

Dr. Preeti Vats

Mrs. Komal Akharia

Ms. Alisha Kumar

Dr. Vinaya Naik

Mr. Tejas R. Rohit

About the Authors



Dr. Preeti Vats shines brightly in the academic sphere, recognized for her deep knowledge and dedication to Human Resource Management. With a Ph.D. in hand and over eight years of teaching experience, she is a guiding light in academia, sharing invaluable insights and fostering learning.

Her research journey is impressive, with numerous publications in esteemed journals like UGC care and ABDC. Dr. Vats doesn't just explore Human Resource Management; she reshapes it, bringing fresh perspectives and new understandings to the table.

But Dr. Vats isn't confined to the classroom. She's also a catalyst for intellectual exchange, leading different Faculty Development Programms. She nurtures a community of scholars, helping them sharpen their skills and stay ahead in their fields.

What sets Dr. Vats apart is her practical approach to teaching. She designs classroom activities that connect theory with real-world scenarios, giving students the tools they need to succeed in their careers.

Recognition has followed Dr. Vats' efforts, including the prestigious Best Outstanding Educator Award, which underscores her ability to inspire and motivate others.

In essence, Dr. Preeti Vats embodies academic excellence, leaving an indelible mark on the academic landscape through her passion, leadership, and unwavering commitment to making education accessible to all.



Mrs. Komal Akharia is an Assistant Professor at G.G.S.I.P.U. with a strong academic background and extensive teaching experience. She holds an MBA degree and is UGC NET qualified (2012), demonstrating her commitment to excellence in education. Dr. Akharia has been teaching at G.G.S.I.P.U. for approximately five years, sharing her knowledge and passion with students. Her dedication to her craft was recognized in 2017 when she was awarded the Best Teacher Award in 2017 by a prestigious institute affiliated with G.G.S.I.P.U. She actively participated in various faculty development programs, seminars, and national conferences. These experiences enhanced her teaching skills and allowed her to bring a practical approach to her lectures.



Ms. Alisha Kumar is an esteemed academician with over six years of experience. She is currently pursuing her Ph.D in Management and holds a MBA degree from ICFAI Business School (IBS Hyderabad). Throughout her career, she has exhibited exceptional skills in delivering lectures, sessions in various fields of research. Her academic contributions are noteworthy, with several research papers published in reputable journals. Her involvement in multiple faculty development initiatives, workshops, and seminars demonstrate sincere dedication to professional development.

Ms. Kumar's leadership qualities are reflected in her various roles within the academic community. Her dedication extends beyond academia, as she actively participates in cultural activities, and community events. Lastly, her mantra is to serve the society in imparting holistic education to one and all!



Dr. Vinaya Naik - Management and Commerce Educator

Accomplished PhD from Mumbai University in Commerce and Master in Commerce (M.com) in Management with 12+ years of experience in Department of Management Studies

Associated with Kandivali Education Society's B K Shroff College of Arts & M H Shroff College of Commerce. Autonomous College situated in Kandivali (W) as Assistant Professor in Department of Management Studies since 2022. Earlier was working with Ismail Yusuf College, Jogeshwari (W) and Patkar Varde College. Goregaon (W) from 2010 to 2022.

Participated & Presented Research Papers In 10 Plus Conferences and attended online webinars and online Faculty Development Programs.

With Positive Attitude and Willingness to Learn, My focus is on Teaching Learning Pedagogy which will benefit the students in a manner focusing on classroom management at the need of the hour.

CORE SKILLS & SUBJECTS:

- Strategy Management
- Business Communications
- Advertising
- Strategic Marketing Management
- Soft Skills Trainer



Mr. Tejas R. Rohit, having 14 years of vast experience in academics, is presently working as an Asst. Professor of Department of Management Studies at Laxmi Institute of Management, LVS Campus, Sarigam, Gujarat.

Formerly he was Asst. Professor of Management & Training-Placement officer at Smt. Devkiba Mohan Sinhji Chauhan College of Commerce & Science – University of Mumbai.

He also served two highly reputed academic organizations of Saurashtra region of Gujarat State, Atmiya University (AU), Rajkot & Darshan University (DU), Rajkot, at the position of Asst. Professor of Management & Training Placement Officer.

He has guided more than 150 Technical & Non-Technical students in Projects at UG and PG level and published 06 Research Papers in various reputed international journals.

He has attended various National and International Conferences, Seminars, Workshops, Faculty Development Programmes and also Member of various Engineering, Technical & Management Associations.

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ABOUT THE BOOK

For everything HR-related, "**Human Resource Management: Best Practices for the Modern Organisation**" is your go-to resource. This book makes complicated HR ideas understandable for anybody interested in efficient people management by simplifying them into simple terms. You'll find useful tips and real-world examples that can be implemented in any organisation, covering everything from hiring and training to performance reviews and building a great workplace culture. This book gives you the skills and information you need, regardless of experience level, to succeed in the fast-paced business world of today.



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