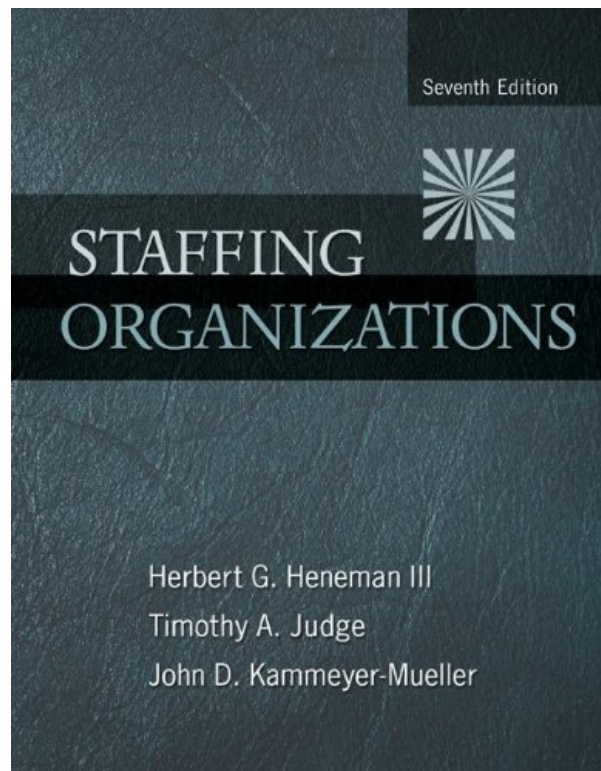


STAFFING ORGANIZATIONS BY HERBERT HENEMAN III, TIMOTHY JUDGE, JOHN KAMMEYER-MUELLER



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STAFFING ORGANIZATIONS

Herbert G. Heneman III

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About the Author

Herbert G. Heneman III is the Dickson-Bascom Professor Emeritus in the Management and Human Resources Department, School of Business, at the University of Wisconsin-Madison. He also serves as a senior researcher in the Wisconsin Center for Educational Research. Herb has been a visiting faculty member at the University of Washington and the University of Florida, and he was the University Distinguished Visiting Professor at the Ohio State University. His research is in the areas of staffing, performance management, compensation, and work motivation. He is currently investigating the design and effectiveness of teacher performance management and compensation systems. Herb is on the board of directors of the Society for Human Resource Management Foundation, and serves as its director of research. He is the senior author of three prior textbooks in human resource management. Herb is a Fellow of the Society for Industrial and Organizational Psychology, the American Psychological Association, and the Academy of Management. He is also the recipient of the career achievement award from the Human Resources Division of the Academy of Management.

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Heneman and Judge's *Staffing Organizations*, 7/e, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, employment), and staffing system and retention management. Up-to-date research and business practices are the hallmarks of this market leading text. In-depth applications (cases and exercises) at the end of chapters provide students with skill-building and practice in key staffing activities and decision-making. A comprehensive running case involving a fictitious retailing organization provides even greater opportunity for in-depth analysis and skill building. Students also have the opportunity to address ethical issues at the end of each chapter.

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Great Concept but Outdated

By John P Bernat

This is the book I've assigned to graduate HR Management students studying staffing. It does the job, but needs more than just a cosmetic overhaul - which is what happened between the former edition and this one.

Staffing remains the most strategically influential activity HR professionals can perform, and yet this book says so little about:

- o Organizational strategy
- o Web-based recruitment
- o Internet-based interviewing and screening technique
- o Interactive engines for applying for jobs, e.g., Wal-Mart

Its min-case studies are OK, but, again, so outdated.

Make this book as good as it used to be, Dr. Heneman!!

7 of 8 people found the following review helpful.

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By BusterBear

This book offers solid insight into the complexities of organizational staffing. While other reviewers have commented that merit pay and job evaluation have little place in today's business world, my company uses these tools very successfully. The authors offer theoretical support for these concepts, but do not offer sufficient "real world" examples to provide guidance for those who have no prior experience in staffing. The academic approach that the book takes in dealing with these issues is to be expected from a textbook, but additional examples, possibly case studies, would be valuable for those who do not have the benefit of a course instructor.

19 of 25 people found the following review helpful.

Staffing Organizations

By John T. DaLuz

Granted, there are few books available on the subject matter. This book is a classic example of saying in 14 chapters what could have been said in seven. The subject matter is dated, and the concepts well beyond what is actually used to staff the majority of organizations in this country. To imagine that formulas will be used in most companies to project vacancies, demonstrates how far removed the authors are from the "real world".....

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