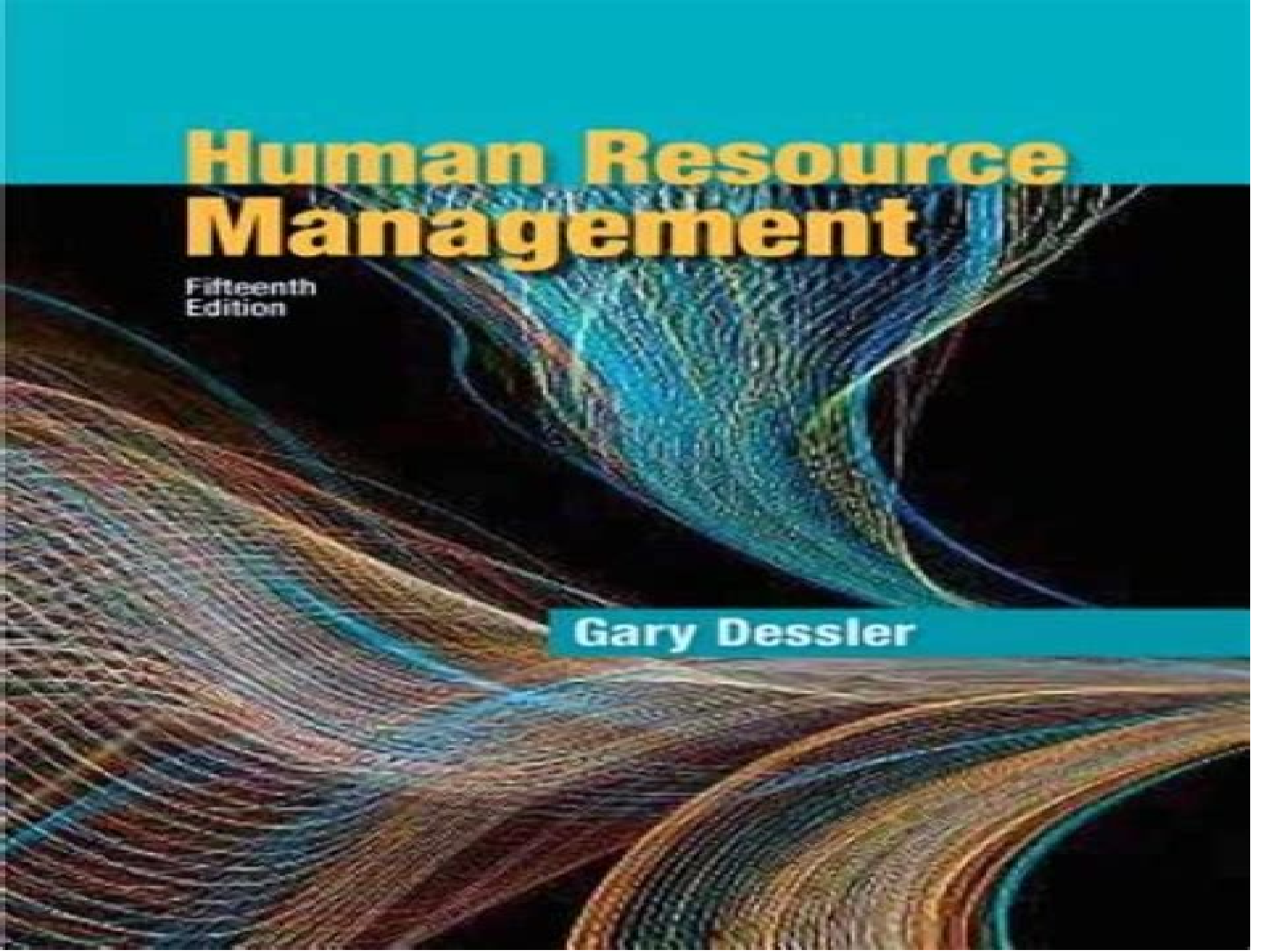




Human Resource Management

Fifteenth
Edition

Gary Dessler

Human Resource Management Gary Dessler 11th Edition

Marcel A. Müller



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The authors detail applications and techniques required in this working environment Second the book answers the need for an instructional text that accurately presents the local government HR manager s role and everyday activities **Business Essentials** Prentice-Hall Staff,1999-08 **The British National Bibliography** Arthur James Wells,2009 *Canadian Books in Print* ,1997 *Selection of Candidates as a Function of Human Resources Management in the Company* Darko Lugonja,2011-08 Research Paper undergraduate from the year 2010 in the subject Business economics Business Management Corporate Governance University of Zagreb Institute of Economics course MBA Human resources management and development language English abstract Contemporary business management is based on management of resources particularly human resources Planning recruiting and selecting candidates are key human resource functions Business leaders are continuously engaged in the process of reconsidering roles and goals managing the business in the most appropriate way Selection based upon internal candidates recruitment was a rule in a lack of certain employees profiles But solving the human resources insufficiency problem we often refocus our attention to external candidates recruitment and selection Besides contacts and colaboration with media and recruitment agencies we also need strengthening of our own potentials Selection through our own human resource department or engagement of selection agency professionals is a routine but when we have to cope with several constraints like human resources and financial resources limits then we have to rely on selection aproach more flexible and adaptive to ocassions Media support at least an adequate Internet promotion lead to rising number of candidates applications But choice of the right candidate is the art we have to accept the fact 3 C concept Cost communication and concept itself may help in improvizing our candidate selection process Internet ensures wide communication to candidates through social networks and Internet generally but is not enough when focusing our attention to candidates and their potential In order to ensure choosing the right one or at least to follow the rule not to choose the wrong candidate nor to exclude the right one Systematic aproach ensures planned results and candidates choices so we have to be aware of the fact that further development and fo

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