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Talent Management of Self-Initiated Expatriates V. Vaiman, A. Haslberger, 2013-06-11 A collection of research papers about self initiated expatriates and their experiences As traditional talent management can no longer fulfil the needs of globally operating organisations self initiated expatriates have become an ever more important albeit neglected source of the global talent flow

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Pilbeam, Marjorie Corbridge, 2010 Focuses on the resourcing of organisations with people this engaging text achieves a balance between academic rigour and practitioner relevance This balanced approach together with the breadth and versatility of the content enables the book to be used effectively for modules based on the CIPD Professional Standards and other upper level HRM modules Substantially revised and updated to match new CIPD Professional Standards this fourth edition promises to make the subject even more involving and understandable Readable and clear People Resourcing and Talent Management uses real life examples and case studies to examine how HR theory and concepts apply in practice This book addresses a broad range of HR issues and covers all the activities that are essential for the acquiring managing and retaining talent this from HR planning through to release from employment It describes and analyses contemporary HR practice and puts it into context covering the latest developments in people resourcing and talent planning This text meets the knowledge and understanding requirements for the CIPD s Resourcing and Talent Management module

Resourcing and Talent Management Stephen Taylor, 2024-12-03 Covering the recruitment selection and retention of staff as well as retirement dismissals and redundancy this is an essential textbook for the CIPD Advanced module in Strategic Resourcing and Talent Management Resourcing and Talent Management outlines the key topics needed by HR master s students in their study of people resourcing and staff development It covers everything from job design and both internal and external recruitment through to interviewing selection and contracts of employment There is also guidance on staff retention succession planning and coverage of how staff leave the business whether through retirement redundancy or dismissal This ninth edition now includes new content on strategies for performance management and resourcing and talent management guidance on upskilling staff when the skills the business needs are constantly evolving and additional material on the continuation of hybrid and remote working Fully updated throughout this textbook includes explore further boxes to encourage students to read more deeply reflective questions to support reflection on learning and activities to put their learning in practice and test their understanding Online resources include lecturer manuals PowerPoint slides and additional weblinks

Talent Management Khanh Pham-Gia, 2009-07 Research Paper undergraduate from the year 2008 in the subject Leadership and Human Resource Management Miscellaneous grade 1 3 University of applied sciences Munich language English abstract Employees take a centre stage in companies and play the essential role for business success Hence companies have the highest interest to recruit and keep high qualified manpower In this study an overview about recruitment methodologies is provided Additionally benefits and drawbacks of recruiting methods are analyzed and compared Recruitment is the discovering and obtaining of potential applicants for actual or anticipated organizational vacancies Except the recruiting methods applied many factors could influence the recruiting efforts image of the organization attractiveness and nature of the job internal policies government requirements and recruiting budget There are a high number of recruiting methods which can be classified in different ways active and passive internal and external print

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