

Handbook for strategic HR: best practices in organization development from the OD network

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Abstrak

The role of human resources is no longer limited to hiring, managing compensation, and ensuring compliance. Since the 1990s, a transformation has occurred. Companies are calling upon a new breed of HR professionals to behave as organization development consultants, helping to determine priorities in running the business, design how work gets done, craft strategy, and shape culture. A compendium of the best thinking on the subject, "Handbook for Strategic HR" includes more than 80 articles from the renowned OD Practitioner. It introduces readers to core organization development strategies and skills, giving them creative approaches, practical tips, and proven methods to help them: see the big picture, think systemically, and strategically identify where best to foster change in their organization; team up with consultants and senior-level staff in leading a change project; put employee engagement to practical use and involve "minds, hearts, and hands" in the important work of the organization; and, operate effectively in cross-cultural and virtual working situations. Comprehensive and practical, this forward-thinking book enables readers to become key partners in leading their organizations forward.;