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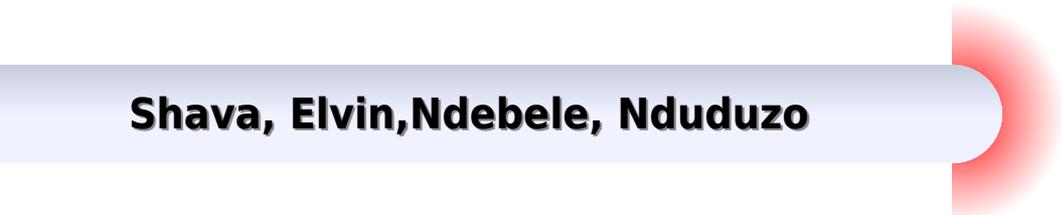
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**Seventh**  
**Edition**

# South African Human Resource Management

**Shava, Elvin, Ndebele, Nduduzo**



## **South African Human Resource Management:**

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Written from a uniquely South African perspective this book explores the many facets of the employment relationship These include strategic employment processes staff maintenance trade union interactions public sector labour relations and terminating employment relationships This well researched text adapted from the best selling South African Human Resource Management Theory and Practice Swanepoel Erasmus Van Wyk and Schenk is rich in theory and applications It explains the latest developments in structuring learning programmes for public officials so that they are in line with the South African Qualifications Authority SAQA the National Qualifications Framework NQF as well as employment equity and affirmative action policies It further details a workable Human Resource Management strategy for the public sector that includes practices in relation to performance management appraisal systems compensation and incentives management and relevant legislation and regulations This 2nd edition will be indispensable for all public sector managers HR specialists corporate strategists trade unionists as well as undergraduate and postgraduate Public Administration and Management students

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in this respect because it adopts both the systems and analytical approaches to HRM as frameworks and explains the relevance of these approaches to the various HR functions using practical examples and case studies Back cover *Digital Transformation in Public Sector Human Resource Management* Shava, Elvin, Ndebele, Nduduzo, 2024-07-10 The advent of the Fourth Industrial Revolution 4IR has created a pressing need for digital transformation in human resources management HRM in public institutions Traditional practices must be updated preventing institutions from effectively managing their workforce and meeting stakeholder demands The lack of digitalization leads to inefficiencies ineffective performance evaluation and an inability to adapt to the rapidly evolving technological landscape This gap between existing HR practices and the demands of the digital age poses a significant challenge for public sector organizations Digital Transformation in Public Sector Human Resource Management offers a comprehensive solution to the challenges faced by public institutions The book provides practical insights and strategies for aligning HR practices with the modern technological landscape by exploring how digital transformation can revolutionize HRM processes It demonstrates the benefits of adopting digital technologies and innovative strategies in public sector HRM through real world examples and case studies The book guides public sector professionals policymakers and academics helping them navigate the complexities of digital transformation in HRM **Human Resource Management in South Africa** Surette Wörnich, Pieter Alexander Grobler, 2012 Human Resource Management Trevor Amos, Adrian Ristow, Liezel Ristow, 2004 The practical tools business managers need to deal with a wide variety of human resource issues within their organization are provided in this extensively updated and improved handbook Self assessment exercises specifically outlined strategies and leadership techniques help managers understand and implement the most important aspects of human resource management Additions include expanded coverage of legal responsibilities and guidelines motivational techniques and case studies containing concrete lessons for the business world

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