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By David A. DeCenzo, Stephen P. Robbins



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Written in a clear, lively, concise, and conversational style, this book addresses the most critical issues in human resource management (HRM). The authors achieve a delicate balance between basic HRM functions and the new world of HRM. Their new ninth edition focuses on a broad-based market, helping you build a strong foundation in the essential elements of HRM. Relevant HR topics that are making news today are also covered, such as work benefits, drug testing, minimum wages, stock options and more.

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Editorial Review

From the Publisher

This new edition features a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the application of theory, the book carefully integrates actual data and examples as well as the most up-to-date information available. Discusses the most critical issues in HRM today: globalization, diversity, empowerment, employee rights and ethics.

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About the Author

David A. Decenzo received his Ph.D. from West Virginia University. He is the provost and senior vice president of academic administration at Coastal Carolina University. His major teaching and research interests focus on the general areas of human resource management, management, and organizational behavior. He has published articles in such journals as Harvard Business Review, Business Horizons, Risk Management, Hospital Topics, and Performance and Instruction.

Dr. DeCenzo has spent the past two-plus decades writing textbooks. His books include Supervision Today, Fifth Edition (2007); Fundamentals of Management, Fifth Edition (2006) with Stephen Robbins; Human Relations, Second Edition (2002) with Beth Silhanek; Essentials of Labor Relations (1992) with Molly Bowers; and Employee Benefits (1990) with Stephen Holoviak. These books are used widely at colleges and universities in the United States, as well as schools throughout the world.

Dr. DeCenzo also has industry experience as a corporate trainer, and has served as a consultant to a number of companies, including Burroughs & Chapin, Inc., G&K Services, Inc., Fairpoint Communications, Moen, Inc., Healthcare Strategies, Inc., AlliedSignal Technical Services Corporation, Citicorp, Teledyne/Landis Machine Company, Blue Cross & Blue Shield of Maryland, the Tnemec Company, the James River

Corporation, Packaging Division, and the Managerial and Professional Society of Baltimore.

Dr. DeCenzo lives in Pawleys Island, South Carolina, with his wife and their four children.

Stephen P. Robbins received his Ph.D. from the University of Arizona. He previously worked for the shell Oil Company and Reynolds Metals Company and has taught at the University of Nebraska at Omaha, Concordia University in Montreal, the University of Baltimore, Southern Illinois University at Edwardsville, and San Diego State University. Dr. Robbins; research interests have focused on conflict, power and politics in organizations, behavioral decision making, and the development of effective interpersonal skills. His articles on these and other topics have appeared in such journals as Business Horizons, California Management Review, Business and Economic Perspectives, International Management, Management Review, Canadian Personnel and Industrial relations, and Journal of Management Education.

Dr. Robbins is a best-selling textbook author in the areas of management and organizational behavior. His books have sold in excess of three million copies and are currently used by students in more than a thousand U.S. colleges and universities, and have been translated into 16 languages.

Dr. Robbins also actively participates in masters' track competition. Since turning 50 in 1993, he has set numerous indoor and outdoor age-group world sprint records. He has set numerous indoor and outdoor age-group world sprint records. He has won more than a dozen indoor and outdoor U.S. Championships at 60 m, 100 m, 200 m, and 400 m, and won seven gold medals at World Masters Championships. In 2005, he was inducted into the Masters track & Field Hall of Fame.

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