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developments in compensation practices as well as established approaches to compensation decisions Time after time adopters relay stories of students getting job offers based on the knowledge they learned from this book *Executive Compensation Eligibility in Global Businesses* Steven M. Dolan,2004 Managing Human Resources Luis R. Gomez-Mejia,David B. Balkin,Robert L. Cardy,2010 This work prepares future managers with a business understanding of the need for human resource management skills The non functional HR approach used in this text also makes human resources relevant to anyone who has to deal with HR issues even those who do not hold the title of manager *The Rise and Fall of Corporate Social Responsibility* Douglas M. Eicher,2017-05-25 Corporate social responsibility was one of the most consequential business trends of the twentieth century Having spent decades burnishing reputations as both great places to work and generous philanthropists large corporations suddenly abandoned their commitment to their communities and employees during the 1980s and 1990s indicated by declining job security health insurance and corporate giving Douglas M Eicher argues that for most of the twentieth century the benevolence of large corporations functioned to stave off government regulations and unions as corporations voluntarily adopted more progressive workplace practices or made philanthropic contributions Eicher contends that as governmental and union threats to managerial prerogatives withered toward the century s end so did corporate social responsibility Today with shareholder value as their beacon large corporations have shred their social contract with their employees decimated unions avoided taxes and engaged in all manner of risky practices and corrupt politics This book is the first to cover the entire history of twentieth century corporate social responsibility It provides a valuable perspective from which to revisit the debate concerning the public purpose of large corporations It also offers new ideas that may transform the public debate about regulating larger corporations

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