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# Management Stephen P Robbins

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**Human Resource Management Practices in Selected Ethiopian Private Companies: A Study to Increase Employee Productivity in Ethiopia** Dirk J. van Wasbeek,2004-09-24 This dissertation examines how human resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations For this reason Ethiopia s culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go

With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice. Moreover, this dissertation may be used as a framework for similar research in other sectors or for more specific in-depth research. This dissertation may also serve as a knowledge base for company managers, business consultants, academics, and government officials of countries with a national culture similar to Ethiopia, such as Kenya, Tanzania, and Zambia, countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro-economic developments.

**The Truth About Performance Evaluations** Stephen P. Robbins, 2010-06-30. This is the eBook version of the printed book. This Element is an excerpt from *The Truth About Managing People* 9780132346030 by Stephen P. Robbins. Available in print and digital formats. The secret to doing performance evaluations: how to make them more effective and less painful. A number of years ago, Holiday Inn built an advertising campaign around the slogan "The best surprise is NO surprise." That slogan would also make good advice to managers when it comes to giving annual performance reviews. Few managers enjoy doing this. Why? There seem to be at least three reasons.

**Human Resource Management** Gurpreet Randhawa, 2007-11. The present book provides a comprehensive view on human resource management. It would be an ideal textbook for MBA, M.Com, PGDM, and other postgraduate courses beginning with introductory perspectives of HRM and its evolutive aspects. The book elucidates in an easily comprehensible manner the concepts of human resource planning, job analysis, and collection of job data, job design, recruitment, selection, and barriers to effective selection, psychological testing, and interviews, placement and induction procedure, training and management development techniques, and problems associated with performance appraisal, career planning, promotions, transfer, and demotions, employee compensation, incentives, benefits, and services, industrial relations, and disputes, employee grievances, employee welfare, safety, and health, collective bargaining, and global human resource management. The book is the first of its kind as it provides learning objectives in the beginning of every chapter, numerous exhibits and examples that would help sustain the interest of readers, key terms, and questions following each chapter. A small HR dictionary is at the end of the book. Surely, the book will provide a rewarding and refreshing experience to its readers.

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