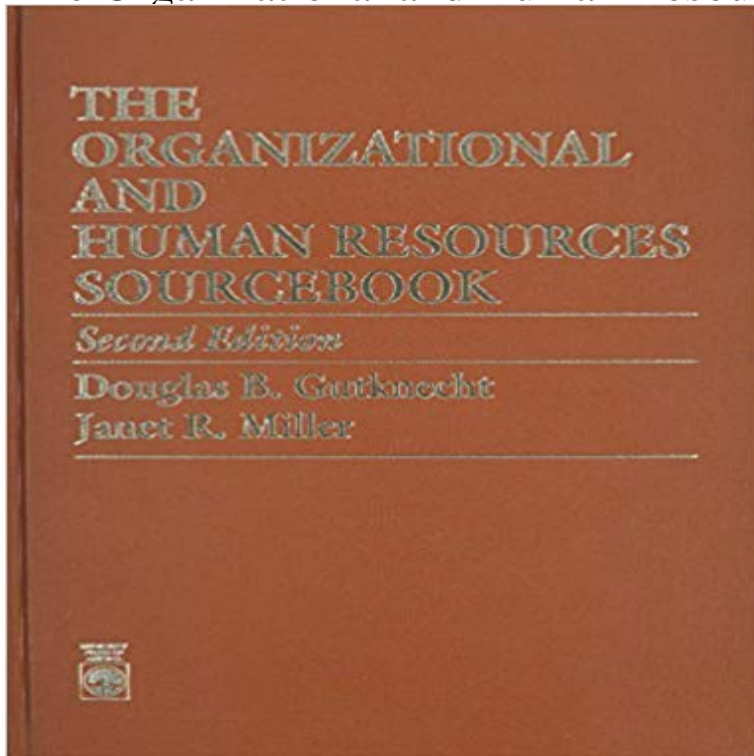


The Organizational and Human Resources Sourcebook, Second Edition



This text presents many of the organizational and human resource challenges that organizational leaders, managers, staff and employees will face as we enter a more complex and competitive 1990s. The authors explore old and new ideas, frameworks, models, techniques and strategies that can be utilized at all levels to more effectively handle the new demands and dangers that constant change is exposing. This second edition has been extensively revised and rearranged. Section One now becomes Organizational Theory and Behavior, which is divided into seven chapters: Organizational Structure; Classical Human Relations, and Human Resource Theory; Contingency and System Design Theories; Personality and Job Design Models; Contemporary Motivation Theories and Applications; Communication and Group Behavior; Leadership Theories, Skills, and Managerial Implications. Section Two is now titled Strategic Human Resource Management and is divided into two large chapters Strategic HR Assessment, Planning and Management, and Strategic Performance Management. Section Three becomes Human Resource Development: Integrating Training, Management and Career Development, which is divided into three chapters: Training and Development; Management Development; and Career Development. Section Four, Organization Development is divided into three chapters: The Nature of Planned Change; Organization Development Interventions; and Organization Development Consultants and the Consulting Process.

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