

Teaching Human Resource Management

An Experiential Approach

Elgar Guides to Teaching

Edited by Suzanne C. de Janasz, Ph.D., Visiting Professor of Management and Conflict Analysis and Resolution, George Mason University, US and Joanna Crossman, Adjunct Associate Professor, School of Business, University of South Australia, Australia

Filled with over 65 valuable case studies, role plays, video-based discussions, simulations, reflective exercises and other experiential activities, Teaching Human Resource Management enables HR professors, practitioners and students at all levels, to engage and enhance knowledge and skills on a wide range of HR concepts. This book breathes life into the teaching of Human Resource Management and readers will be able to better relate theoretical concepts to workplace decisions and dilemmas.



'De Janasz and Crossman have drawn on their professional colleagues to provide an impressive collection of "tried and true" experiential exercises to help students gain hands-on understanding of human resource management. These useful exercises engage students in the kind of active learning that is essential to apply HRM theories to concrete, practical situations. In reflecting on their experiential learning, students acquire a deeper, more personal knowledge of what HRM is all about. Teaching Human Resource Management: An Experiential Approach is an essential and valuable companion to more standard texts in HRM.'

– Thomas G. Cummings, University of Southern California, US

'This pioneering book by de Janasz and Grossman is a terrific resource. It not only covers a wide range and comprehensive set of topics with which all HRM students (and practitioners) need to be familiar. It also offers well-designed experiential exercises that promote students' active engagement with the topic at hand. I would love to take the course that uses this book!'

– Gary N. Powell, University of Connecticut and Lancaster University, US

'An experiential approach to the teaching of HRM makes each topic come alive. By actively participating and becoming highly engaged in each exercise, students generate important lessons that tie theory to practice. The exercises in this book enable all of that and they fill an important gap. "Tried and true" exercises in 15 key areas of HR, developed by a diverse group of HR scholars, provide choice, flexibility, and comprehensiveness to any HR course or executive education program.'

– Wayne Cascio, University of Colorado Denver, US

'An organization's human asset pool, its people, are the intangible (in accounting terms) foundation which executives strive to organize and transform into tangible financial results. While in many industrialized organizations the Human Resource function is greatly undervalued, Teaching Human Resource Management presents a wide array of teaching plans to help business students understand and feel the importance of the Human Resource function. The editors have compiled a relatively comprehensive and global perspective on how to teach the value, aspects, and challenges of Human Resource Management. Instructors world-wide will find many, many useful insights here.'

– James G. Clawson, University of Virginia, US

'At a time when classrooms are increasingly being "flipped" where interactive activities are increasingly being used to teach more than lecture, Teaching Human Resource Management:

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An Experiential Approach edited by Suzanne de Janasz and Joanna Crossman is a perfect resource for faculty who are trying to foster higher student engagement. There are a wealth of exercises from a myriad of experts on many HR topics. These include not only traditional issues such as selection, performance appraisal, EEO, discrimination and job analysis but newer topics such as virtual mentoring, expatriate assessment, diversity and gendered language.'

– Ellen Ernst Kossek, Purdue University, US

'This edited volume offers an impressive array of "tried and true" experiential exercises that have been used by HR professors across the globe. By leveraging their research and teaching expertise, the contributors to this text bridge the gap between research and practice and offer a buffet of engaging activities that will challenge and enlighten HR students. This book is a keeper.'

– Belle Rose Ragins, University of Wisconsin-Milwaukee, US

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