

Industrial relations to human resources and beyond: the evolving process of employee relations management

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Abstrak

This collection examines the evolution of the philosophy and practice of human resource management (HRM) and industrial relations (IR) over the twentieth century. By combining history, contemporary practice, and future trends, these well-known experts present both scholarly and practitioner perspectives. Drawing on in-depth interviews and surveys with HRM executives at leading corporations, the contributors explore key trends and issues facing global companies in such areas as equal opportunity, compensation practices, and expatriation programs. The book also takes an in-depth look at one particular player in the story - Industrial Relations Counselors, Inc., the first non-profit research and consulting organization dedicated to improved HRM/IR practices - which was founded by John D. Rockefeller in 1926, and has played a central role in the development of key labor legislation including the Social Security Act.