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HUMAN RESOURCE MANAGEMENT - GBV

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Human Resource Management - Wiley Online Library

Human Resource Management (HRM) - Definition and Concept We often hear the term Human Resource Management, Employee Relations and Personnel Management used in the popular press as well as by Industry experts. Whenever we hear these terms, we conjure images of efficient managers busily going about their work in glitzy offices.

Human Resource Management (HRM) - Definition and Concept

Human resource management is the organizational function that manages all issues related to the people in an organization. That includes but is not limited to compensation, recruitment and hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training. Learn more about what human resource management is and how it works.

Human Resource Management: What Is It?

Human Resource Management is the process of recruiting, selecting, inducting employees, providing orientation, imparting training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and healthy measures in compliance with labour laws of the land.

Human Resource Management - What is HRM? - Definitions ...

The vulnerability of women and girls to Gender Based Violence (GBV) especially sexual violence in the northeast is deeply rooted in a culture where their levels of access to power and resources, as...

Strategy for Gender Based Violence Prevention, Mitigation ...

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RESOURCE MANAGEMET™ Strategic Human Resource Management - GBV

Gender-based violence is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.

What is gender-based violence? | EIGE

A human resource management (HRM) degree can be applied to almost any organisation in any sector. It's a versatile qualification for dealing with hiring, training, development and general people skills. Job options. Jobs directly related to your degree include: Arbitrator; Human resources officer; Office manager; Occupational psychologist

What can I do with a human resource management degree ...

Human Resource Management (HRM) is the term used to describe formal systems devised for the management of people within an organization. The responsibilities of a human resource manager fall into...

Human Resource Management - Encyclopedia - Business Terms ...

Human Resources: Qualified, competent, skilled staff are rapidly recruited and deployed to design, coordinate and/or implement programmes to prevent and respond to GBV in emergencies. Resource Mobilization: Dedicated financial resources are mobilized in a timely manner to prevent, mitigate and respond to GBV in emergencies.

GBViE Standards | UNFPA - United Nations Population Fund

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UNOPS is seeking an Arabic and Kurdish-speaking Gender Based Violence Expert with particular experience in protection, case management, data analysis, capacity building and cluster management. The GBV Expert will provide, among other tasks, support and advice to the IIC team, analyze data, interact with clusters and follow up cases.

"This book focuses on the multiple and interconnected manifestations of violence that women/girls encounter in tourism consumption and production while seeking to open the debate on violence against sexual minorities (LGBT) and discussing men/boys as victims and perpetrators of GBV"--

This practical manual addresses the problems inherent in current strategies, especially lack of collaboration between different agencies and individuals working in the area of gender-based violence. The book encourages development and implementation of policies, programmes and plans.

This revised and updated edition continues to discuss in detail the methods and measures of planning, organizing, staffing, directing and controlling a hospital and its administration. The new edition highlights the usage of scientific techniques to improve the overall services of the hospital, its management, and hence, the patients. Three appendices namely—Is Section 304A of the Indian Penal Code applicable to Doctors?, Is it Essential to take the Consent of the Patient before Surgery? and Guidelines to Consumer Forums in case of Medical Negligence or Deficiency in Service—are given in the book. Primarily intended for the students pursuing Masters in Hospital Administration (MHA), diploma in Hospital Administration or Health Care Services, and undergraduate and postgraduate courses in Nursing, the book would be equally useful for hospital administration staff, nurses, and HRM professionals who are serving Medical industry. NEW TO THIS EDITION • Two new chapters, namely, Corporate Social Responsibility and An Introduction to Management have been added. • The latest National Health Policy 2017 announced by the Government of India has been briefly discussed. • NITI AAYOG has also been incorporated in this edition. WHAT THE REVIEWERS SAY 1. This book vividly covers the principles and objectives of management including the financial administration of a hospital. It is essential ... for the hospital administrators and students of hospital management. —Swaraj Halder, Hony. Editor, Journal of Indian Medical Association, Kolkata 2. Overall, the book is educative, relevant and is very well written. It would serve as a reference book for all hospital administrators. —Professor Veena Choudhary, Director, G.B. Pant Hospital, New Delhi (Excerpt from Book Review in JIMSA, January–March 2010) 3. Keeping in view the highly educated and skilled clinicians, this book on Hospital Administration and Human Resource Management is recommended to students of MBA, MD, and PGD (Hospital and Healthcare Management). Authors have included chapters on MBO and Human Relations and Team Work which are very critical for harmonious working and aligning of goals of employees with that of the organization. —Academy of Hospital Administration

While promoting access to resources and systems of support for those affected by gender-based violence is absolutely crucial, this new book focuses attention on the important question of how communities can take action to prevent violence and abuse. Using examples of current research and practice, the book explores the actions that can be taken in individual sectors of society, our schools, faith communities, campuses, on our streets and using new popular technologies. The contributors draw on global examples to highlight the importance of learning from the study of the interaction between socio-political contexts and effective policies and strategies to address gender-based violence. Chapters take up the challenge of exploring the construction of effective programmes that address cognitive, affective and behavioural domains. They discuss what people know, how they feel and how they behave, and include the important challenge of how to engage men in working towards the elimination of gender-based violence, offering positive messages which build on men's values and predisposition to act in a positive manner. Importantly, such strategies place the responsibility for preventing gender-based violence on the society as a whole rather than on vulnerable individuals. This book is essential reading for anyone interested in gender studies, women's studies, social work, sociology, law and health studies. Its unique approach focuses on the achievement of prevention at the earliest possible stage and examines the issue through a society-wide, but community-focused lens.

The purpose of this Guide is to equip FAO and its partners with information on Gender-Based Violence (GBV) relevant to their work and provide practical guidance on how to design and deliver food security and nutrition programmes in ways that prevent and mitigate GBV and contribute to the protection of survivors and those at risk. In view of the Organization's specific areas of competence in food security, nutrition, and agricultural livelihoods, this Guide will focus on GBV issues in this context. All staff should endeavour to understand the contents of this Guide and follow its recommendations to ensure FAO creates safe and sustainable livelihood opportunities that can truly build resilience. The Guide is a living document that will continue to evolve as FAO accumulates experiences and lessons learned in an ever-changing working environment.

This book brings together some of the most interesting and innovative work being done to tackle gender-based violence in various sectors, world regions, and socio-political contexts. It will be useful to development and humanitarian practitioners, policy makers, and academics, including gender specialists.

Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization. This book gives new answers to these questions: - How can HRM

contribute to attracting, developing and retaining highly qualified human resources over time? - How can a paradox perspective contribute to understanding and coping with paradoxical tensions? - How can sustainability be used as a 'deliberate strategy' for HRM? The conceptual part of the book looks at the notion of sustainability, opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory. Paradox theory is introduced as an analytical framework for Sustainable HRM. Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions. The exploratory part examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic.

This book builds on work that examines the interactions between immigration and gender-based violence, to explore how both the justification and condemnation of violence in the name of religion further complicates our societal relationships. Violence has been described as a universal challenge that is rooted in the social formation process. As humans seek to exert power on the other, conflict occurs. Gender based violence, immigration, and religious values have often intersected where patriarchy-based power is exerted on the other. An international panel of contributors take a multidisciplinary approach to investigating three central themes. Firstly, the intersection between religion, immigration, domestic violence, and human rights. Secondly, the possibility of collaboration between various social units for the protection of immigrants' human rights. Finally, the need to integrate faith-based initiatives and religious leaders into efforts to transform attitude formation and general social behavior. This is a wide-ranging and multi-layered examination of the role of religion in gender-based violence and immigration. As such, it will be of keen interest to academics working in religious studies, gender studies, politics, and ethics.

Human Resources Management Issues, Challenges and Trends: "Now and Around the Corner" explores and provides an updated look at some of the challenges, trends and issues HRM professionals will need to focus on now and around the corner. Like other departments in the broader organization HRM professionals will need to increasingly demonstrate how they add value and contribute to the organization's success. While the trends, challenges and issues impacting organizations and HRM professionals will continue to change over the years, the bottom-line of organization success is the clear reality that employees are their best assets and the need for effective HRM. The book is intended to help to better understand the ongoing transformation of HRM given the issues, challenges and opportunities offered by the contributors to this book. This means the book discusses the ever evolving role of HRM professionals to include discussion of how the profession must continue to become more adaptive, resilient, quick to change direction and customer-centered in its efforts to help meet the human resource needs of contemporary organizations and their employees. The book contributes to the ongoing dialogue and insights offered by HRM experts on what HRM professionals and their organizations can do in the face of such challenges, trends and issues in their efforts to win the talent wars.

Social models are always contested and ambiguous. This is particularly evident in the field of human resources management, where decisions that ultimately affect the patterns of social relations are made every day. This collection of in-depth essays focuses on some central human resources elements – gender, youth, ageing, educational background, training, workers' rights – providing an up-to-date summary and analysis of how employers are dealing – and should be dealing – with workforce characteristics under current globalized forces. The emphasis is on Europe, but valuable insights come also from Chile, Canada, and the United States. Sixteen experts discuss such important issues as the following: the shift from intervention in favour of workers' rights towards corporate neo-liberal policies; importance of transnational framework agreements in countries where a trade union; tradition is lacking; evidence that provision of childcare promotes female labour market participation; short-time working, labour hoarding, and labour underutilization; enhancing training policies for employable skills; enforcement of corporate social responsibility; alarmingly high rates of precarious employment; worldwide decline of full-time permanent positions; pension system reform; over-exposure of young people to non-standard employment; discouraged workers; regional imbalances in employment policy; and weaknesses of education programmes in connection with the world of work. Industrial relations and human resources professionals as well as employment lawyers worldwide will welcome this incisive analysis, and academics everywhere are sure to benefit from its evidence, insights, and proposals. The book presents a selection of papers from the international conference in commemoration of Marco Biagi entitled Europe 2020: Comparative Perspectives and Transnational Action, held at the Marco Biagi Foundation in Modena, Italy. 17–19 March 2011.

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