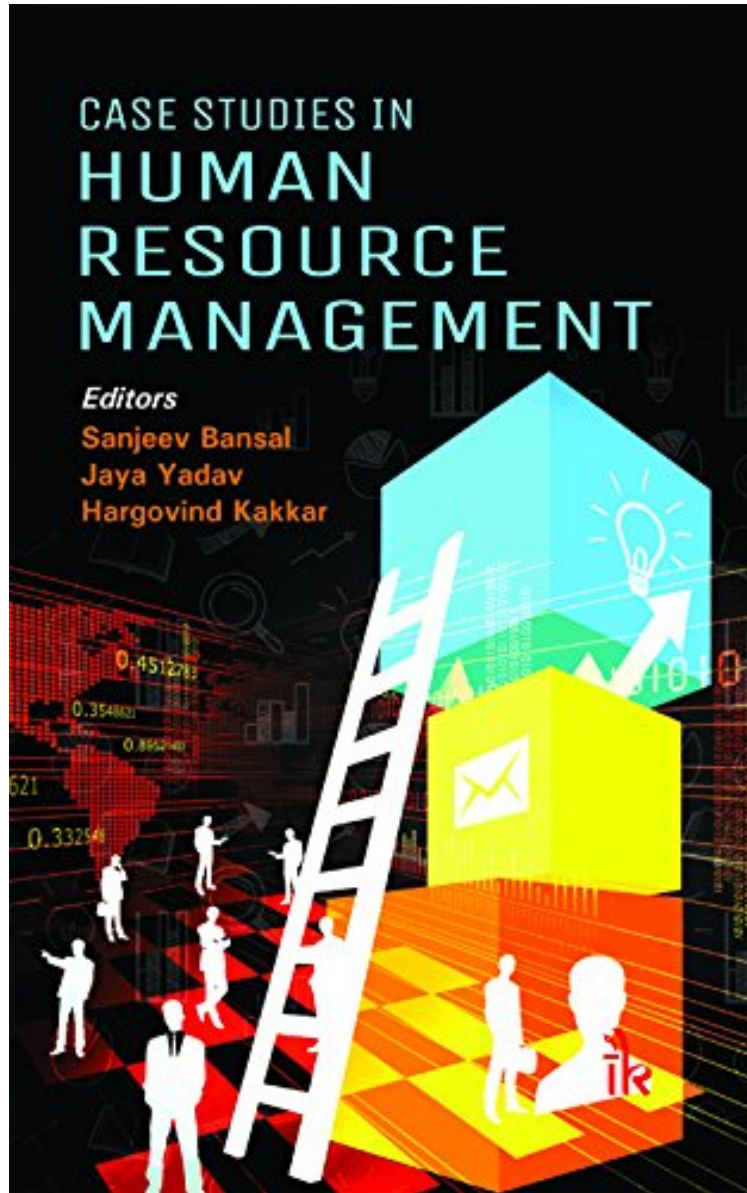


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Sanjeev Bansal, Jaya Yadav, Hargovind Kakkar
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Sanjeev Bansal, Jaya Yadav, Hargovind Kakkar : Case Studies in Human Resource Management before purchasing it in order to gauge whether or not it would be worth my time, and all praised Case Studies in Human Resource Management:

The objective of this book is to present a compilation of Human Resource Management case studies highlighting some

of the contemporary issues and practices in the major processes of Human Resource Function. These case studies will offer experiential learning and will spur the interest of the students, faculties and practicing managers in understanding the various HR practices across organizations. In all, 22 case studies under three major themes have been presented: 1. The Basis of the Function ndash; HR Policy and Talent Acquisition. This section covers cases in the area of human resource policies and acquisition of talent. Readers will be oriented towards present-day HR policies, ethical issues in implementing policies, market mapping in recruitment, implementation of advanced systems in hiring process and challenges in on boarding. 2.Skill Building and Developing Competency ndash; Investment in Talent. This section focuses upon various facets of training and development function of human resource. Cases here encompass training need identification, training effectiveness, and impact of training on job satisfaction. Also, relevance of competency mapping and corporate mentoring as noted areas of talent development is introduced. 3. Pay, Reward and Welfare ndash; Talent Engagement. The significance of well-being and prosperity is mentioned in this section. Cases concerning monetary and non-monetary compensation, employee welfare and reward practices leading to engagement are part of this section. Issues such as retention, satisfaction and personal effectiveness are discussed.

About the AuthorDr. Sanjeev Bansal is Director of prestigious Amity Business School, a flagship Institute of AMITY group. He received his Ph.D. in the area of Applied Mathematics from Delhi. Dr. Bansal has been actively involved in teaching, research and consultancy in a distinguished career spanning 24 years. He was nominated by Amity University to attend colloquiums and interact with academicians at Wharton, New York University and Harvard. An avid researcher, Dr. Bansal has five books and more than 75 research papers published in national and international journals of repute and have guided 12 students for Ph.D. Apart from his areas of specialization, he has research interests in the areas of spirituality, management and quality of work life. Dr. Bansal serves on the academic and advisory boards of many reputed institutions and Universities and is member of number of professional bodies. As a teacher he has earned the deep respect of his students because of his ability to present complex matters in the most earnest lucid way. Dr. Jaya Yadav, Associate Professor is Head of HR Department of Amity Business School. Dr. Yadav has been actively involved in teaching, research and consultancy in a distinguished career spanning 14 years. She is also head of Ph.D programme of ABS. She has research interests in the areas of HR and currently 5 scholars are working under her guidance. Mr. Hargovind Kakkar is an Assistant Professor in the areas of Compensation and Reward Management, and Managing Business Process Outsourcing at Amity Business School. He has an MBA with specialization in Human Resource from Amity Business School and is UGC - NET qualified in HRM. He is a Six Sigma Green Belt certified professional from BSI. He also holds DNIIT- two year certification from NIIT. Presently, he is pursuing Ph.D. in Management from University Business School, Panjab University, Chandigarh. In his corporate experience he had worked in various capacities as a manager, trainer and a consultant for ITES and consulting companies with outsourcing and off shoring business delivery models. His training experience includes conducting training programs for corporates, retired officers of armed forces and volunteers of CWG - 2010.