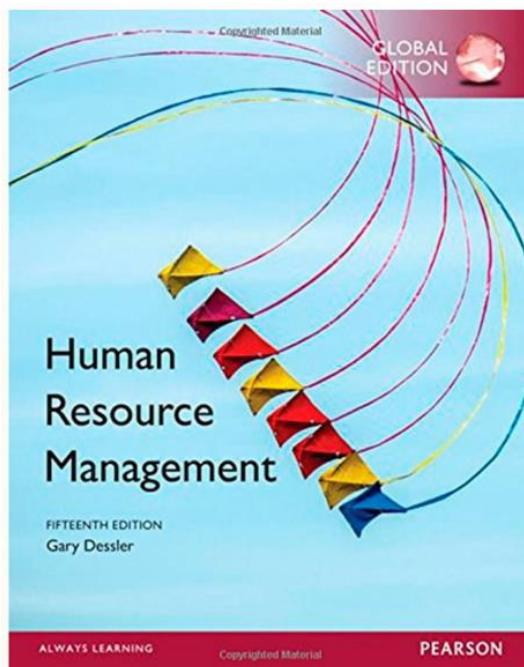


BOOK REVIEW

HUMAN RESOURCE MANAGEMENT



Author: Gary Dessler

Reviewed by: Suraporn Onputtha¹

Human resources management is very important field and challenging in these days since many organizations need to understand their people who are working in the organization. Managing human in organization can be covering many aspects including recruitment and selection, training and development, compensation and evaluation. Recently, there are various academicians mention that knowing and managing human in the organization well can positively drive the organization successful. Therefore, I am interested in introducing all readers in this journal issue to know about the book relate to human resource management named Human Resource Management-fifteenth edition (2017), whose the author of this book is Gary Dessler, by Pearson Education Limited.

In this book, there are five main parts. The first part is about the introduction which readers can understand about the overall of this book. The second part is about recruitment, placement, and talent management. In this part, the interesting point that I would like to point out is about the management of talented people. Recently, people who are talented and equipped are difficult to manage for some organization that lacks good motivation and technique to keep them continuously stay in the organization, because they may switch to stay with the organization that provide better rewards. The third part, it is about training and development which also focuses on training and development, performance evaluation, appraisal and employee retention. In forth part, it is about the compensation which focuses on strategic plan of managing compensation, financial incentives and

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benefits and services. The last part is about other hot issues related to human resources management which is the part that I also would like to introduce the readers specifically. There is labor relations, collective bargaining and employment law which also talks about digital and social media. In addition, this part also managing global human resource which talks about the activities of intercountry difference, training and maintaining employee abroad and understanding global HR system. Lastly, this part also covers managing human resource in small and entrepreneurial firm that is in trend that many countries are promoting the small and medium enterprises and leveraging small size with familiarity, flexibility, fairness and informality.

Not only provide the readers the theoretical view points, this book also gives various case studies such as Jack Nelson's problems, Carter Cleaning Company, Siemens, Shanghai Ritz-Carton Portman Hotel, Ya Kun kaya International and so on which these can help readers understand more on contents.

In conclusion, this book is very interesting and useful for readers especially who is the manager in the field of human resources management. Moreover, who is also studying about human resources both in undergraduate or postgraduate level can also utilize the knowledge from this book.