

Supervisory Management for the Human Services

MICHAEL J. AUSTIN



Supervisory Management For The Human Services

Dr. F. C. Sharma



Supervisory Management For The Human Services:

Supervision as Collaboration in the Human Services Michael J. Austin, Karen Hopkins, 2004-03-23 The authors have assembled some of the finest minds in the field of supervision studies to produce Supervision as Collaboration in the Human Services Key aspects of a learning organization and the process of organizational learning are explored across the various human services social mental health health and aging making this an essential core text for graduate and undergraduate students of social work and counselling as well as for human services supervisors and practitioners Supervisory

Management for the Human Services Michael J. Austin, 1981

Managing Human Resources in the Human Services

Felice Davidson Perlmutter, Darlyne Bailey, F. Ellen Netting, 2001 This title looks at the challenges facing managers or those in a supervisory role within Human Resources departments of Human Services **Human Resource Management by Dr.**

F. C. Sharma Dr. F. C. Sharma, 2020-08-26 CONTENT 1 Introduction to Human Resource Management 2 Human Resource Policies Procedure and Programmes 3 Challenges of HRM Work Force Diversity Empowerment Downsizing VRS and HR Information System 4 Human Resource Planning 5 Job Analysis Description and Specification 6 Recruitment 7 Selection Test and Interview 8 Placement Introduction and Right Sizing 9 Employee Training 10 Management Executive Development 11 Career Planning and Development 12 Performance Appraisal 13 Job Changes Transfers Promotions and Separations 14 Employee Compensation 15 Job Evaluation 16 Employee Health and Safety 17 Employee Welfare 18 Grievance Handling and Redress Industrial Disputes SYLLABUS Unit I Human Resource Management Concept and Functions Role Status and Competencies of HR Manager HR Policies Evolution of HRM Emerging Challenges of Human Resource Management Work Force Diversity Empowerment Downsizing VRS HR Information System Unit II Acquisition of HR Human Resource Planning Quantitative and Qualitative Dimensions Job Analysis Job Description and Job Specification Recruitment Concept and Sources Selection Concept and Process Test and Interview Placement Induction Unit III Training and Development Concept and Importance Identifying Training and Development Needs Designing Training Programme Role Specific and Competency Management Development Career Development Unit IV Performance Appraisal Nature and Objectives Modern Techniques of Performance Appraisal Potential Appraisal and Employee Counselling Job Changes Transfers and Promotions Compensation Concept and Policies Job Evaluation Methods of Wage Payment and Incentive Plans Fringe Benefits Performance Linked Compensation Unit V Maintenance Employee Health and Safety Employee Welfare Social Security Employer Employee Relations an Overview Grievance Handling and Redressal Industrial Disputes Causes and Settlement machinery **NEP**

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Recruitment 12 Selection 13 Career Planning and Development 14 Employee Training 15 Performance Appraisal 16 Mobility Transfers Promotions and Separations 17 Employee Compensation 18 Job Evaluation 19 Legislative Measures for Employee s Compensation 20 Employee Discipline 21 Grievance Handling 22 Trade Unions Human Resource Management - SBPD Publications Dr. F. C. Sharma,2021-11-19 1 Introduction to Human Resource Management 2 Human Resource Development 3 The Organising Function of Human Resource Management 4 Human Resource Policies Procedures and Programmes 5 Strategic Human Resource Management 6 Strategic Control 7 Productivity and Improvement 8 Job Analysis and Work Measurement 9 Job Design and Ergonomics 10 Human Resource Planning 11 Recruitment 12 Selection 13 Career Planning and Development 14 Employee Training 15 Performance Appraisal 16 Mobility Transfers Promotions and Separations 17 Employee Compensation 18 Job Evaluation 19 Legislative Measures for Employee s Compensation 20 Employee Discipline 21 Grievance Handling 20 Trade Unions Human Resource Management Dr. F. C. Sharma,2023-06-17 1 Introduction to Human Resource Management 2 Human Resource Development 3 The Organising Function of Human Resource Management 4 Human Resource Policies Procedures and Programmes 5 Strategic Human Resource Management 6 Strategic Control 7 Productivity and Improvement 8 Job Analysis and Work Measurement 9 Job Design and Ergonomics 10 Human Resource Planning 11 Recruitment 12 Selection 13 Career Planning and Development 14 Employee Training 15 Performance Appraisal 16 Mobility Transfers Promotions and Separations 17 Employee Compensation 18 Job Evaluation 19 Legislative Measures for Employee s Compensation 20 Employee Discipline 21 Grievance Handling 20 Trade Unions *Management Concepts-SBPD Publications* Sanjay Gupta, ,Jay Bansal,2022-05-10 1 Management Meaning Characteristics Concept and Scope 2 Management Nature Principles Levels and Limitations 3 Functions of Management and Managerial Roles 4 Authority and Delegation of Authority 5 Departmentation 6 Management by Objectives M B O 7 Evolution of Management Thought 8 Planning 9 Types of Plans and Strategic Planning 10 Nature and Process of Organisation 11 Organisation Structure and Forms of Organisation 12 Staffing 13 Direction Concept and Techniques 14 Leading and Leadership 15 Co ordination Meaning and Nature 16 Communication 17 Managerial Control 18 Techniques of Control 19 Functional Areas of Management Production 20 Functional Area Financial Management 21 Functional Area Human Resource Management HRD 22 Functional Area Marketing Nature Scope and Importance 23 Management Information System MIS 24 Concept of Decision Making and Role of Functional Information System Supervisory Leadership Allan A. Glatthorn,1990 **Social Administration** Charles A. Rapp,John Poertner,1992 Social Administration combines fundamental management skills drawn from the field of business and public administration with those skills specific to social work management and organizational life Management of Human Service Programs Judith A. Lewis,Michael D. Lewis,Federico Souflée,1991 Providing a concise easy to understand and highly practical framework for addressing human service management this book helps students understand why practitioners must also be good policy analysts and managers and helps them develop the skills and

knowledge they need By demonstrating the relationship between management and doing counseling or social work the authors help readers focus on critical issues in administration management and policy

Supervision and Management in Nonprofits and Human Services John E. Tropman,2006

Staff Recruitment, Retention, & Training Strategies for Community Human Services Organizations Sheryl Ann Larson,Amy S. Hewitt,2005 This book provides practical strategies for managers and supervisors of human services agencies to use in assessing and successfully addressing workforce challenges Each strategy is described with detailed instructions about how to assess the strategy develop an intervention plan and evaluate its effectiveness Chapters also discuss how and why each strategy should be used The book includes worksheets forms flow charts and examples of how successful agencies have used these strategies

Human Resources Management ,1981

Social Work Treatment with Abused and Neglected Children Chris M. Mouzakitis,Raju Varghese,1985

Human Resources Management Wendell L. French,2007 Ideal for management majors who plan to become HRM professionals this highly accessible text presents a conceptual model of the field placing HRM in the overall context of business management Students gain a broad practical understanding of how HRM policies affect the workplace from productivity quality and customer service to employee morale French addresses timely issues changing the current role of HRM including international topics technology and the Internet social responsibility and performance appraisal Several pedagogical features reinforce the author s conceptual approach to human resources management Chapter endingExperiential Exercisespromote group discussion and role playing through real world challenges such as discrimination laws safe healthy work environments and negotiation skills Comprehensive Cases taken from respected publications such asThe New York TimesandThe Wall Street Journal explore contemporary issues in HRM like the new face of organized labor and the implications of an aging workforce New Ethical Perspectivesboxes expand on the ethical standards maintained by human resource managers today Topics covered in this new feature include employee healthcare executive incentives and outsourcing A Conceptual Model presents human resource management in the context of the overall management process Students see the connections between HRM policies and organizational outcomes such as customer service productivity quality and employee morale Cartoons with content based captions help students to interpret the concepts and real world issues facing HRM managers International Perspectiveboxes present current timely issues the pros and cons of outsourcing U S educated immigrants returning home to work and employee involvement in foreign countries Contemporary Perspectivesexplore HRM topics from managing change and hiring accountability to connecting pay to performance

Directory of Buyers of Insurance, Benefit Plans & Risk Management Services ,1996

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Distance & Supported Open Learning ,1999

Skills Development Portfolio for what Every Supervisor Should Know Lester R. Bittel,1980

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