



South African Human Resource Management: Theory & Practice

Barney Erasmus, Marius Van Wyk, Hans Schenk

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"South African Human Resource Management" focuses on the knowledge and skills that managers at all levels need. The authors integrate contemporary international research and implementation with a South African perspective. From strategic planning and the employment process to staff maintenance and terminating the employment relationship, the title examines collective manifestations of the employment relationship, including trade unions and labour relations dynamics. Yet, in dealing with the management of people at the macro level, the authors do not neglect the individual. This edition covers the developments in training and development legislation, including the South African Qualifications Authority (SAQA) and the National Qualifications Framework (NQF); employment equity; the HIV/Aids debate; HR management ethics; HR management strategy; HR technology and practices in relation to performance management, appraisal, remuneration and incentives management; and amendments to legislation, including the Labour Relations Act and the Basic Conditions of Employment Act.

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