

Book title: Human Resources Management

By Gary Dessler

15th Edition

Part 8: Application case, page 265 – 267

8.18. What do you think of Apex's training process? Could it help to explain why employees "do things their way"? If so, how?

I feel that the responsibility system of this company is weak. They assign tasks to people who aren't really motivated, because they're the ones who left the company. Moreover, the trainers do not have formal training documents, they only teach new employees on their own way. The main reasons why the training process is weak:

- The employee complete the task by their way even after given instruction from managers.
- There is no formal training course.
- Job description is out-of-dated.
- Training programs are not suitable with the level of each group of employee.
- The employees are lack of motivation.

8.19. What role should job descriptions play in training at Apex?

JD plays a role of describing jobs for employees; it includes the knowledge and skills requirements an employee needs to have in the company. By understanding JD, trainers can create a comprehensive training course with learning and material requirements as well as requirements for newcomers and employees who need updating new information and technology.

8.20. Explain in detail what you would do to improve the training process at Apex. Make sure to provide specific suggestions, please.

In order to enhance the training process, the company should apply the following moves:

Case Solutions Human Resource Management Gary Dessler

Gary Dessler



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A Framework for Human Resource Management Gary Dessler, 2006 This brief yet lucid ten chapter book provides practicing managers with a review of central human resource management concepts and techniques in a highly readable and understandable format Managing Human Resources Today Managing Equal Opportunity and Diversity Recruitment and Selection Personnel Planning and Recruitment Testing and Selecting Employees Training and Developing Employees Performance Management and Appraisal Compensating Employees and Managing Employee Relations For use as a reference by those in human resource management Human Resources Management in Canada Gary Dessler, Gini Sutherland, Nina Dawn Cole, 1998

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Human Resource Management Practices in Selected Ethiopian Private Companies: A Study to Increase Employee Productivity in Ethiopia Dirk J. van Wasbeek, 2004-09-24 This dissertation examines how human resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations For this reason Ethiopia s culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia s for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments **Managing Cultural Diversity in Asia** Jawad

Syed, Mustafa F. Ezbilgin, 2010-01-01 This Companion provides an authoritative overview of how cultural diversity is managed in Asia. Although the Asian context appears at first sight to be irreconcilably divergent in terms of diversity management approaches, the contributing authors seek to explore thematic and geographical demarcations of the notions of cultural diversity and equality at work. *Managing Cultural Diversity in Asia* not only examines cultural diversity management in a particular geography but also makes a distinct contribution to the wider theory of managing diversity and equality by revealing the significance of context, time and place in framing policies and practices of management. With empirical and conceptual contributions from eminent scholars from across the Asian continent as well as the Asian diaspora, this volume highlights practices of equality and diversity management in settings across Asia and reveals the key drivers and implications of such practices. This important and path-breaking Companion will be an invaluable resource for both undergraduate and research-based postgraduate students on international and comparative human resource management, employment relations and industrial relations courses.

Personnel Literature, 1984

Improving Productivity at Work Gary Dessler, 1983

Abstract: A study guide for managers provides concise and practical explanations of the latest sophisticated employee motivation techniques for enhancing productivity. The material is presented in 3 parts. The first part covers the behavior management approach to improved performance, including the basics of behavior management and its applications in the workplace. The second part describes and illustrates new leadership and work arrangement techniques, including the importance of participation in work groups, quality circles, and job enrichment approaches. The final part discusses essential human resource management techniques, including the selection, hiring, and training of effective subordinates and how to conduct employee performance appraisals. A glossary of pertinent terms is appended.

Business Communication, Australia and New Zealand Baden Eunson, 2025-09-09

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Business Communication 1st Edition prepares business students to excel in their communication skills upon entering the workforce. The text provides a concise and focused narrative covering a range of communication practices from written and oral communication to social media interactions. It simplifies complex concepts while providing practical examples to enhance understanding.

Managing Health Services Organizations Jonathon S. Rakich, Beaufort B. Longest, Kurt Darr, 1992

Essentials of Management Gary Dessler, 1999

For quarter courses, short MBA modules, undergraduate, graduate courses in Principles of Management. This text is a brief, 2-color paperback version of Dessler's *Management: Leading People and Organizations in the 21st Century*.

The British National Bibliography Arthur James Wells, 2004

Personnel Management Gary Dessler, 1988

Instructors Manual Gary Dessler, 2002-04

Forthcoming Books Rose Army, 2002-04

Management Fundamentals Gary Dessler, 1979

Personnel Literature Index, 1984

Canadian Books in Print. Author and Title Index, 1975

Books in Print Supplement, 2002

Applied Human Relations Gary Dessler, 1983

Library Journal, 1987

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