People resourcing and talent planning: HRM in practice

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Focuses on the resourcing of organisations with people, this engaging text achieves a balance between academic rigour and practitioner relevance. This balanced approach, together with the breadth and versatility of the content, enables the book to be used effectively for modules based on the CIPD Professional Standards and other upper-level HRM modules. Substantially revised and updated to match new CIPD Professional Standards, this fourth edition promises to make the subject even more involving and understandable. Readable and clear, People Resourcing and Talent Management uses real life examples and case studies to examine how HR theory and concepts apply in practice. This book addresses a broad range of HR issues and covers all the activities that are essential for the acquiring, managing and retaining talent this from HR planning through to release from employment. It describes and analyses contemporary HR practice and puts it into context, covering the latest developments in people resourcing and talent planning. This text meets the knowledge and understanding requirements for the CIPD's Resourcing and Talent Management module.

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The Key Practices Approach: Talent Management As The Presence Of Key HRM Practices. War for Talent thinking argued that the differentiator for high-performing firms was not sophisticated human resource management (HRM) processes concerned with succession planning, recruitment and compensation, but rather a fundamental belief held by leaders throughout the organisation about the importance of individual talent and the creation of internal “talent markets”. • Talent approach enshrined in six sets of principles about: resourcing, Performance management, talent identification, succession planning, Group-level talent development, and leadership model design.