People resourcing and talent planning: HRM in practice

Research output: Book/Report › Book

Stephen Pilbeam
M. Corbridge

Strategy Enterprise and Innovation

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.

Original language
English

Place of Publication
London

Publisher
Prentice Hall

Number of pages
624

ISBN (Print)
9780273719540

Publication status
Published - 2010
Part Three - Resourcing and Talent Planning. Jamie Pittock. 17th September 2009. Resourcing an organisation is often described as getting the right number of people with the right skills into an organisation at the right time, and although this is a useful working definition, in the sophisticated and complex world of contemporary business, there's often a lot more to than this! Again, the CIPD HR Profession Map is helpful in its definition of Resourcing and Talent Planning as, "ensuring that the organisation is able to identify and attract key people with the capability to create competitive advantage, and that it actively manages an appropriate balance of resource to meet talent management in practice. Marian Thunnissen. Article information Human Resources Management (HRM), talent and TM seem to be relative poorly developed research subjects, and to add a lasting contribution to the field of HRM, TM has. to overcome some limitations and difficulties. temporary position. Senior positions: Strategic personnel planning. Talent review. Table II.