



# Human Resource Strategy: A Behavioral Perspective for the General Manager

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## **Human Resource Strategy: A Behavioral Perspective for the General Manager** Dreher

This is a new kind of human resource management text because it is written with the general manager in mind. The text provides a base of key organizational behavior material on why employees behave as they do and how to promote behavior required to implement a focused business strategy using staffing, development and reward systems. Organized around the concept of creating integrated HRM systems, students first learn about the processes that explain work behaviors. Students are then acquainted with key issues such as linking HRM systems to a firm's business strategy. That knowledge is then used to design an integrated set of HRM practices promoting the behaviors needed for a particular organization. The text provides detailed and practical examples of the entire process of assessing an organization and designing integrated staffing, development and reward practices. As a result, students become better informed "consumers" of the specialized services provided by in-house human resource professionals and outside consultants and gain insight into how to translate theory into practice.

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