

SHRM Learning System Study Guide



13 Shrm Learning Guide

**Darlene Van Tiem,James L.
Moseley,Joan C. Dessinger**

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Fundamentals of Performance Technology Darlene Van Tiem, James L. Moseley, Joan C. Dessinger, 2004 **Business Periodicals Index**, 2008 Trade Show & Convention Guide, 1995 *The Diversity Machine* Frederick R. Lynch, 2017-07-05 Diversity has become the turn of the century buzzword Republican and Democratic leaders ritually chant diversity is our strength and corporate CEOs talk about the need to create a workforce that looks like America Most corporate mission statements now contain a clause on valuing differences and millions of employees have completed or soon will undergo some sort of diversity training Where did all this come from and why Who created diversity programs How do they differ How effective are these policies Can they do more harm than good in organizations and in the wider society During the past decade sociologist Frederick R Lynch studied the rise of a social policy movement that has successfully moved multiculturalism from universities and foundations into the courts mass media and the American workplace The new diversity policies are future oriented and market driven eclipsing old affirmative action debates about overcoming past discrimination against blacks Based on more than six years of field research and hundreds of interviews Lynch tracks the development and impact of different forms of diversity policies at dozens of consultant gatherings in the business and professional literature and through in depth case studies such as the Los Angeles Sheriff s Department and the University of Michigan Ann Arbor He profiles the major consultants who have powered the diversity machine analyzes the benefits and drawbacks of various approaches to workplace diversity and provides numerous you are there samples of workshops seminars and conferences The book is written for the general reader interested in public policy issues social scientists and others interested in the origins and consequences of workplace diversity policies **Contemporary Issues in Human Resource Management** Chris Brewster, 2003 The second edition of this title addresses issues facing practitioners of human resource management in a thorough and thoughtful manner **The Quick Internet Guide to Career and Education Information** Anne Wolfinger, 2001 Explains how to find information about jobs and schools on the Internet and profiles more than 360 Web sites on volunteer freelance and temporary work job openings employers self employment telecommuting

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