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A background image showing a close-up of two hands shaking in a firm grip, symbolizing agreement or partnership. The image is overlaid with a teal color filter and is framed by a white border.

# HR Consulting REPORT

## Authors

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Dr. Rajalakshmi



Publisher:

**Pune Institute of Business Management**

**ISBN: 978-81-937161-5-1**

Address:

Gut No. 605/1 Lavasa Road, Pirangut,  
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# FUTURE OF **Human Resource Management**

Case Studies with Strategic Approach

**Raman Preet**

**WILEY**

# HUMAN RESOURCE MANAGEMENT

FUTURE OF

## About the Book

*Future of Human Resource Management: Case Studies with Strategic Approach* is a resourceful book that deals with real-life scenario about HRM challenges in Indian organizations. Keeping in view the practical requirements of HR professionals – both present and future – this book aims to infuse value, help in developing cognitive approach, and reorient them with valuable real-time insights. This book would reskill the readers to deal with the future HRM challenges. This book intends to serve as a compilation of strategic HR scenarios and a ready reckoner for future HR practitioners, HR educators, and students.

## Solient Features

- Provides valuable insights through practical approaches to deal with future HRM issues.
- Emphasizes on real-life scenarios and discusses on the best-possible solution to the HRM challenges.
- Guides how to maintain human capital for sustainable organizational performance.
- Ample number of real-life **Case Studies**, contributed by top HR professionals, have been included to invoke business strategic thinking.
- Provides crystal-clear understanding of various HR topics, such as Recruitment, HR Technology, Training and Development, Change Management, HR Analytics, Employee Retention, Gig Economy, Performance Management, and Workforce Diversity.

## About the Author



Mr. Raman Preet, the Chairman and Founder of PIBM Group of Institutions, is an engineer by education and a first-generation entrepreneur by heart. Aligned with the vision of "Creating Smart Entrepreneurs and Brave Leaders", he has developed diverse business ventures, among which Pune Institute of Business Management (PIBM) was started in the year 2008.

His software company focuses on making ERP and LMS for Education sector with both macro- and micro-level control. His vision is to standardize all levels of education delivery and make it objective oriented to create skilled and competent workforce for tomorrow. Building tech-enabled solutions for betterment of education, he has been investing resources in the development of Machine Learning and AI-enabled mobile and web platforms for training execution.

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ISBN: 978-81-265-7604-1





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Publisher:

**Pune Institute of Business Management**

**ISBN: 978-81-937161-4-4**

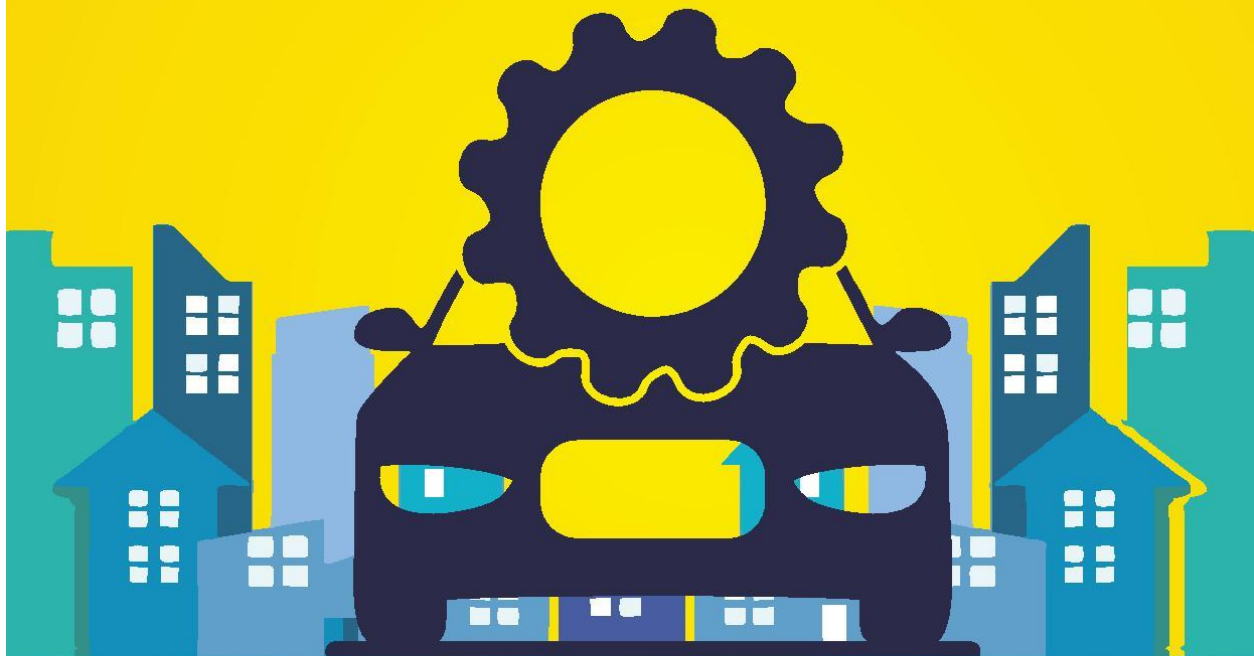
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Edited by : Mr. Diniar Patel

Publisher:  
**Pune Institute of Business Management**  
**ISBN: 978-81-937161-2-0**

Address:  
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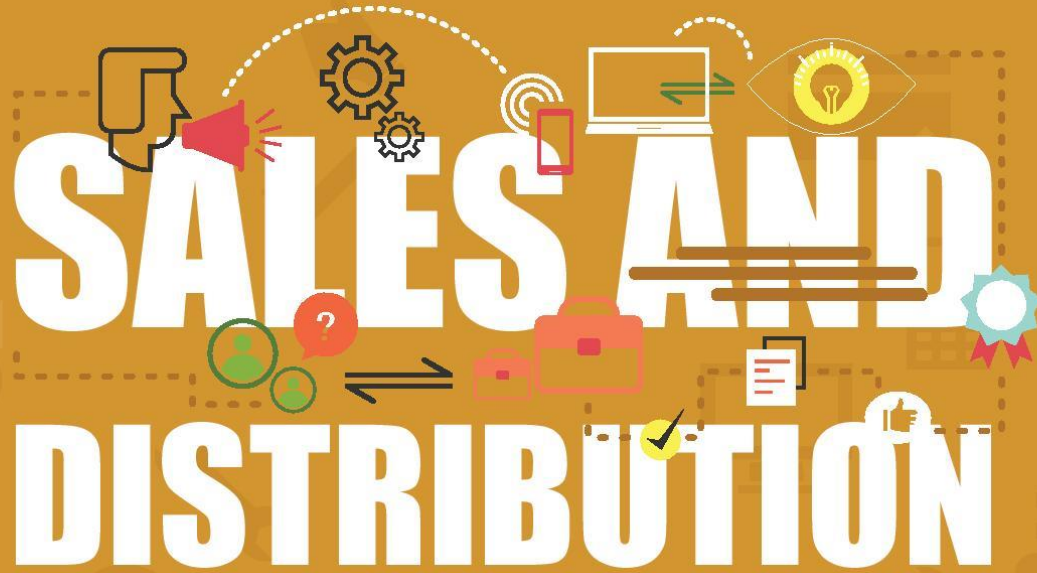
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The background of the cover features a collage of business-related icons: a clock, a laptop displaying a list with 'priorities', 'monitored', and 'balanced scorecard', a bar chart, a coffee cup, a lightbulb, a calculator, a keyboard, and various office supplies. The text 'Performance MANAGEMENT...' is positioned at the top right, with 'MANAGEMENT...' in a larger, bold font. The 'v' characters in 'Performance' are stylized with three dots above them.

Performance **v v v**  
**MANAGEMENT...**

# Performance Management

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Pune Institute of Business Management (PIBM) is a B School with an outlook of future and a commitment towards bringing global standard learning experience to every management student. The institution work towards building competencies of Leadership, Problem Solving Skills, Analytical Mindset, Creativity, Effective Communication and Organizational Skills in students, preparing them for employability.

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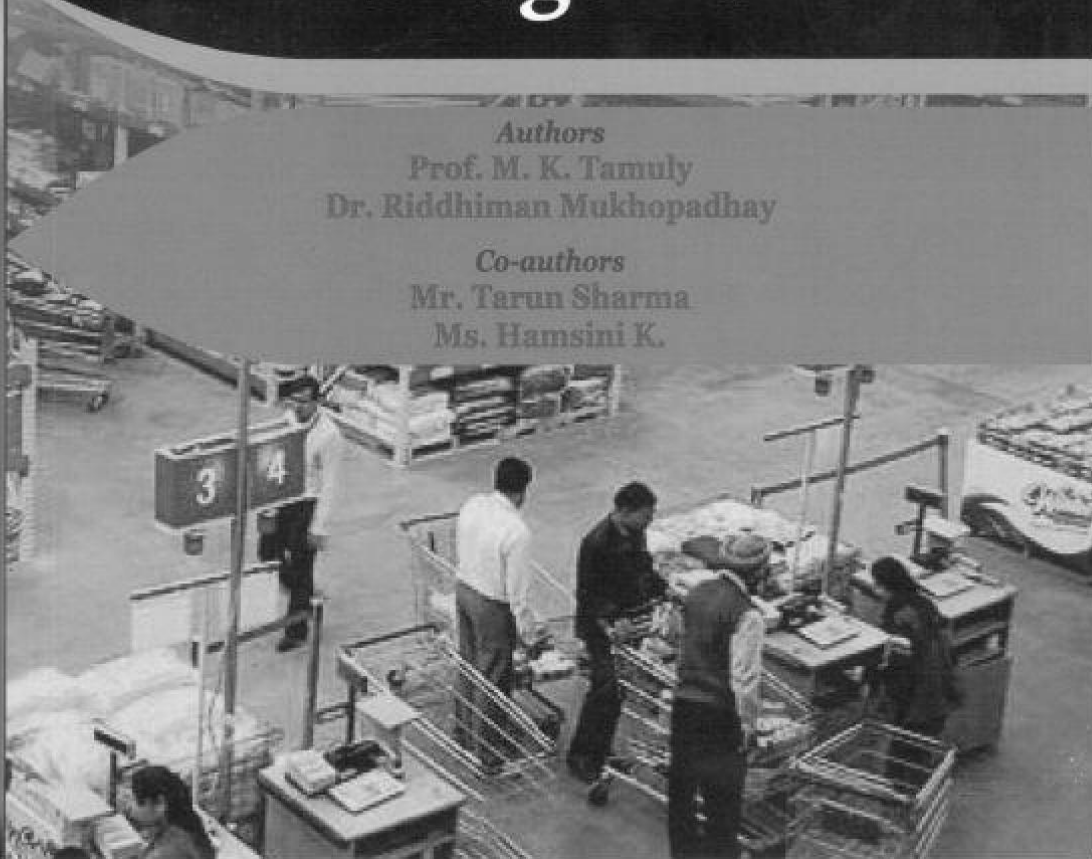
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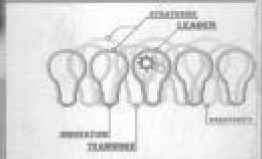


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# ORGANIZATIONAL BEHAVIOUR

Dr. Rajasshrie Pillai

4



### Highlights of Book

It is a daunting task to manage the human resources in an organization as their behaviour is complex and unpredictable in nature. Increasing global competition, information explosion, strategic partnership, emphasis on continuous improvement and innovation are the other challenges for managers in the contemporary business scenario. To meet these challenges, managers require cooperation from employees and their work group. Hence, for the effective management of organizations, in depth study of individual, group and organization has become imperative. Organization behaviour is an important study to meet the above challenges.

This book is useful for students aspiring to become Leaders and management professionals who want to sharpen their competencies.

### Key features of the book

- Ideal book for students of syllabus of University of Pune.
- Each unit covers the fundamental concepts explained through diagrams, tables, case studies and examples.
- An illuminating guide for professionals and students with regard to broadening their managerial and leadership skills.
- This book covers the syllabus of University of Pune for the courses of MBA, MPM, MMM and PGDBM.
- It covers most of the Organizational Behaviour Concepts like personality, attitude, values, motivation, perception, organization culture, group, team, leadership and change management.

### About the Author



Rajashree Pillai is a Doctorate in Management and a post graduate in Personnel Management. She is certified trainer of Indian Society of Training & Development, New Delhi. She has over 12 years of experience including industry, research, training, academics and administration. To her credential, she has presented research papers in National and International Conferences and also published research papers at various national and international referred journals. She has authored a text book on Human Resource Management. She is life member of National Human Resource Development Network (NHRDN), New Delhi and Indian Society of Training & Development (ISTD), New Delhi. She is a registered Ph.D. guide in the faculty of business administration management in the specialization of human resource management.

She has conducted training programs for corporate and students and her core training areas are soft skills training, presentation skills, personal effectiveness, time management, personality development, business communication skills, Business Etiquettes, Life Skills, Emotional Intelligence, Conflict Management, work-life balance, employee engagement, Wellness to name a few. She has designed a special program for undergraduate and post graduate students "Campus to Corporate".

Her teaching areas of interest are Management Fundamentals, Human Resource Management, Organizational Behaviour, Training & Development, Consumer Behavior, and Strategic Human Resource Management & Performance Management. She has developed course material for Schoolguru for the subjects - Organization Behaviour and Human Resource Management. She has chosen this profession of training and teaching to positively contribute to the society by shaping the young minds to be good human beings and achieve success in life.



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