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Intended for business majors who are studying toward management positions in Human Resources, this text offers students a practical introduction to the functions and responsibilities of managers within an organization--including staffing, enhancing employee motivation and performance, overseeing compensation and benefits, and working with a diverse work force. The Third Edition has been restructured to create a more concise, accessible text. The text continues to offer complete coverage of core human resource management topics with an additional emphasis on how HR can provide competitive advantages in today's business world. Updated coverage of critical topics in HR management includes new chapters devoted to the changing relationships between employees and organizations, diversity, the global environment of human resources, and the organizational environment of human resources activities.