



# Fundamentals of Human Resource Management: Functions, Applications, Skill Development

By Robert N. Lussier, John R. Hendon

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**Fundamentals of Human Resource Management: Functions, Applications, Skill Development** By Robert N. Lussier, John R. Hendon

*Fundamentals of Human Resource Management: Functions, Applications, Skill Development* takes a unique three-pronged approach that gives students a clear understanding of important HRM concepts and functions, shows them how to apply those concepts, and helps them build a strong skill set they can use in their personal and professional lives. Covering the vast majority the 210 required SHRM Curriculum Guidebook topics required for undergraduates, *Fundamentals of Human Resource Management* gives the student the ability to successfully manage others in today's work environment. Authors Robert N. Lussier and John R. Hendon engage students with a variety of high-quality applications and skill development exercises to improve students' comprehension and retention. The authors' emphasis on current trends and the challenges facing HR managers and line managers today provide students with key insights on important issues and prepare them for successful careers.

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## **Editorial Review**

### Review

“The three-pronged approaches are very important. I feel I am lacking of proper materials to encourage students in applying the concepts through critical thinking and application. The textbook under review did good job on this aspect.”

(Wai Kwan (Elaine) Lau)

“Not only does it provide examples from older techniques and policies, it provides the changing perspective that modern HR managers must face.”

(Tony Daniel)

“I feel that you have covered every major topic in an introduction to HR course.”

(Samuel L. Rohr)

“The course that I teach was designed and developed in a manner that enhances critical thinking skills and the use of case studies to provide hands on and in class experiences that provide opportunities to learn from peers. This text works very well with the way my course was designed. I am a firm believer in setting up a student for success. All of these tools available at the instructors’ disposal will allow for an effective and efficient opportunity to enhance the learning experience for the student. I personally incorporate as many tools or modes of instructional delivery as possible to accommodate the different learning styles that students have.”

(Marie A. Valentin)

“It is a very comprehensive overview of HRM and the HR function. I especially like the references to and integration with other management disciplines and areas such as finance and strategic management.”

(Brian Martinson)

“It is a great way to introduce students to Human Resource Management fundamentals. The topics are specific and students can easily understand them.”

(Tony Bledsoe)

“The information is very easy to understand and absorb. It is also interesting to read. I have used the Lussier / Hendon textbook for my doctorates course. I enjoyed it a great deal and it was very beneficial.”

(Joni Koegel)

“Appropriate level of writing. Style is clear, concise, and logical flow.”

(Richard Bahner)

“The topics are appropriate. I particularly like chapter 9 dealing with rights and employee management. Although these concepts are covered in most of the textbooks, this is the one I have seen that did most justice to it by pooling them together under one chapter for in depth coverage.”

(Hudson Nwakanma)

“I am very impressed with the content of all chapters and consider all chapters to be highly valuable and

relevant for HRM courses. The three-pronged approach is my preferred approach to take in a course. The discussion of concepts provides the foundation they need to be able to work with applied exercises, and the development activities can help students overcome pitfalls identified during application exercises.”  
(Kelly Hall)

“It’s better than most textbooks as far as not being too technically focused on HR as a function.”  
(Kelly Mollica)

#### About the Author

**Robert N. Lussier** is a professor of management at Springfield College. He has been teaching management courses for more than 25 years. He has a national and international reputation for his methods for applying concepts and developing skills that can be used both personally and professionally. A prolific writer, Dr. Lussier has more than 400 publications to his credit, including *Management Fundamentals* 7e (Sage), *Human Relations* 10e (McGraw-Hill), *Leadership* 6e (South Western/Cengage), and others. He has also published in top tier academic journals including *Journal of Management Education*, *Journal of Business and Entrepreneurship*, and *Journal of Business Strategy*. Lussier holds a bachelor of science in business administration from Salem State College, master's degrees in business and education from Suffolk University, and a doctorate in management from the University of New Haven. He served as founding director of Israel Programs and has taught courses in Israel. Dr. Lussier is also a keynote speaker, for more information visit his website [www.publishdonotperish.com](http://www.publishdonotperish.com)

**John R. Hendon** is a seven-time entrepreneur and former director of operations for a \$60 million company. He brought his experience and interests to the classroom full time in 1994 and has been a Management Department faculty member at the University of Arkansas at Little Rock for over 17 years. An active member of the Society for Human Resource Management, he teaches in the areas of Human Resources Management, Strategy, and Organizational Management, and researches in a number of areas in the Management field, specializing in Entrepreneurial research. John is also currently the President of “The VMP Group,” an Arkansas-based business consulting firm. John’s company consults with a variety of businesses on human resources, family business, strategic planning, organizational design, and leadership. He has provided professional assistance in the startup and operation of dozens of Arkansas and California-based businesses and to non-profits, government agencies, and utilities. John holds an MBA Degree from San Diego State University and a B.S. in Education from the University of Central Arkansas.

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