



Organizational Success through Effective Human Resources Management

Ronald R. Sims

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Not only are performance and human resources management (HRM) bound tightly together, but Sims even goes so far as to say that the way people are managed in coming decades will be the most important determinant of organizational success. He shows how success is determined by a firm's skill in attracting, developing, and retaining its human capital; how a firm's people are what give it a measurable advantage over the competition; and how an organization's commitment to developing its people's abilities and skills is an obligation at all levels. Sims focuses on practical, real-world human resources problems and activities emphasize the need for managers to prove themselves excellent people managers as well, and covers the traditional HRM tasks and responsibilities in ways that will give them new meaning and urgency. By focusing on current challenges, emerging issues, and HRM innovations now on the horizon, Sims' book is essential for managers and executives throughout the organization, and indeed throughout all sectors of the economy.

Sims provides a firsthand understanding of the importance of HRM and lays out the tools to help managers do it well. He emphasizes repeatedly how important it is for organizations to understand that their success depends on their ability to attract and keep talented employees. With its persuasive discussion of the trends and emerging issues in the development of proactive human resources policies and practices, the book shows how to anticipate and work towards the development and retention of the right people. It emphasizes the importance of taking a strategic approach to all of the various human resources activities, and proves throughout that for an organization to prosper and earn a profit, goals must be set and initiatives taken in all areas of HRM and by all people, whatever their levels of responsibility may be.

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