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Complete Idiots Guide To Human Resource Management

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resources are managed at selected Ethiopian private companies how Ethiopian human resource management practice is evolving and how it can be improved The examination is qualitative and exploratory since no comparative research on human resource management has yet been conducted at Ethiopian profit or non profit organizations An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice and thus to increase employee productivity The study took place at four manufacturing and four service companies in Addis Ababa all representative of their sector The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors economic systems political systems and legal and industrial relations For this reason Ethiopia s culture politics economy and legal and industrial relations have been analyzed The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies Although the multinational companies based in Ethiopia see their human resources as the companies most important asset as human capital the local companies generally do not The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice Moreover this dissertation may be used as a framework for similar research in other sectors or for more specific in depth research This dissertation may also serve as a knowledge base for company managers business consultants academics and government officials of countries with a national culture similar to Ethiopia s for example Kenya Tanzania and Zambia countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro economic developments

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impact on designing a reward system are explained Throughout the book six so called reward questions are considered that need to be answered for designing a reward system These reward questions are Rewarding or not rewarding Whom to reward What to reward What kind of reward How much reward When to reward In addition impacts of variable factors that may influence the answers to the reward questions are identified and explained Some of those factors are employee s age the company s culture but also project characteristics such as goal clarity applied success criteria project duration or member fluctuation Please note that this book originally was written as a Master s Thesis Accordingly you should not expect to read a normal text book but a Master s Thesis Visit www.projectteamrewards.com for more details *Human Resource*

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