# Gary Dessler Human Resource Management 12th Edition Pdf Free Download

## About the Authors

**Gary Dessler**, Ph.D., has degrees from New York University, Rensselaer Polytechnic Institute, and the Baruch School of Business of the City University of New York. His best-selling *Human Resource Management*, 12th Edition (Prentice Hall, 2011) is also available in numerous languages including Spanish, Indonesian, and Chinese. Gary's other books include *A Framework for Human Resource Management*, 6th Edition (Prentice Hall, 2011), *Fundamentals of Human Resource Management*, 2nd Edition (Prentice Hall, 2012), *Supervision and Leadership in a Changing World* (Prentice Hall, 2012), *Managing Now* (Houghton Mifflin, 2008), and *Winning Commitment: How to Build and Keep a Competitive Workforce* (McGraw-Hill, 1993). He has published articles on employee commitment, leadership, supervision, staffing practices in China, and quality improvement in journals including the *Academy of Management Executive*, *SAM Advanced Management Journal*, *Supervision*, *Personnel Journal*, and *International Journal of Service Management*. As a Founding Professor at Florida International University's College of Business, Gary served for many years as Associate Dean, and Chairman of the Management and International Business department, teaching courses in human resource management, strategic management, and management. For the past few years, Gary has focused on his research and textbook writing, and on presenting lectures, seminars, and courses in China and elsewhere on topics including modern human resource management, strategic management, and talent management.

**Akram Al Ariss**, Ph.D., is a researcher and lecturer in Human Resource Management (HRM) at the Toulouse Business School (France), one of the top business school in France and Europe (present also in Casablanca—Morocco and Barcelona—Spain). He is a visiting research professor at the London School of Economics for 2012 and is affiliated with Pennsylvania State University (U.S.A.), where he lectures on HRM and employment relations. He is also a member of DECERe and the Norwich Business School (U.K.). Having both Lebanese and French citizenship and cultural background, he holds a bachelor's degree from the Lebanese American University (Lebanon), a master's degree from the École des Mines (France), and a Ph.D. from Norwich Business School, University of East Anglia (U.K.).

Akram is interessed in interdisciplinary approaches to researching and teaching HRM, and his interests include diversity, career, and international mobility. He has written several book chapters, journal articles, and book reviews on HRM in journals such as the *Academy of Management Learning and Education*, *Thunderbird International Business Review*, *British Journal of Management*, *Career Development International*, *Arab Journal of Sociology*, and *European Journal of Industrial Relations*. He has also written in international professional magazines, he serves on the Editorial Board of the *Journal of World Business* and *Equality, Diversity, and Inclusion*, and also reviews for more than 14 academic journals in the field of business and management. He has been a guest editor for both the *Journal of Managerial Psychology* and the *Journal of Management Development*.

Akram has experience in management consultancy and training in multinational organizations across Europe and the Arab regions, and has consulted in organizations including Projacs (Arab Middle East), Alcatel-Lucent (Paris), Assad Said Corporation (Kingdom of Saudi Arabia), RATP (Paris), and the Federal Demographic Council (United Arab Emirates). Akram speaks fluent English, French, and Arabic, has lectured internationally in graduate/executive programs in Europe, the U.S.A., and the Middle East, and was a visiting researcher at Brunel Business School in London during 2011.



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