

MGMT 49B Human Resource(Relations) Management

- Definition: [Human Resource Management](#)
 - Employee & Labor Relations (Legal Requirements)
 - Safety & Health (Legal Requirements)
 - Compensation (Payroll & Taxes)
 - Staffing
 - Development
 - **“Productivity?”**
- A: Creating a Strategic Business Advantage
 - Value System = “What We Believe In”
 - Employee & Labor Relations = “Be Kind, Fair, Reasonable and Act in Good Faith”
 - Safety & Health = “Be Concerned for the Well Being of Others”
 - Compensation = “Be Fair, Open & Honest”
 - Staffing = Talent vs Compliance
 - Development = Discipline that Promotes Responsibility
 - 100 Best Companies Work, Live, Diversity, Growing, Corporate Citizens
- B: What’s the Law?
 - Requirements Matrix – Employment, Payroll Taxes, Health & Safety, Collective Bargaining
 - “Good Faith & Fair Dealing”
- C: = A+B The Strategically Advantaged, Sustainable Organization

Respect Based Management

It is my belief that an environment that fosters effective levels of creativity, autonomy, cohesion among colleagues and discipline that promotes responsibility is the most productive for creating and sustaining superior performance.

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