

# Managing The Human Factor: The Early Years Of Human Resource Management In American Industry

HUMAN RESOURCES

"*Managing the Human Factor* is an excellent analytical history of the early twentieth-century emergence and development of human resource management as a distinct management function and profession that also identifies and provides a convincing story about three founders of this field."

—**DAVID LEWIN**, Neil H. Jacoby Professor of Management, Human Resources & Organizational Behavior, UCLA Anderson School of Management

"This book is a must-read for anyone in the field of strategic human resource management and industrial relations. It documents the precursors of today's strategic HR, showing that the field has much earlier roots than previously thought. Many of today's corporate HR 'innovations' have deep historical precedents. Bruce E. Kaufman's volume is both easily accessible and exhaustive—its strong overview chapters are punctuated by rich case studies of major U.S. corporations since the late nineteenth century, and it provides excellent material for undergraduate and graduate courses in our field."

—**ROSEMARY BATT**, Alice Cook Professor of Women and Work, Cornell University

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Human resource departments are key components in the peoplemanagement Factor: The Early Years of Human Resource Management in American Industry. Managing the Human Factor: The Early Years of Human Resource Management in American Industry. Book January with 21 Reads. Kaufman, B. E. (). Managing the human factor: The early years of human resource management in American industry. Ithaca: ILR Press/Cornell University .Managing the Human Factor: The Early Years of Human Resource Management in American Industry. By Kaufman Bruce E.. Ithaca: Cornell. Bruce E. Kaufman, Managing the Human Factor: The Early Years of Human Resource Management in American Industry, Cornell University Press, Ithaca, Managing the human factor: the early years of human resource management in American industry / Bruce E. Kaufman. HF U5 K38 Cover Image. Kaufman bruce e managing the human factor the early Managing the Human Factor: The Early Years of Human Resource Management in American Industry. tation of the history of HRM through his book Managing the. Human Factor: The Early Years of Human Resource Manage- ment in American Industry (Cornell. Managing the Human Factor: The Early Years of Human Resource Management in American Industry. By Kaufman Bruce E.. Ithaca: Cornell. The Early Years of Human Resource Management in American Industry Bruce In Britain, on the other hand, the personnel term (and industrial relations term). Managing the Human Factor: The Early Years of Human Case Studies of. HRM Programs and Practices in Early Amencan. Industry. By Bruce E. of American corporations' personnel policies a of HR policies over the year period. Managing the Human Factor: The Early Years of Human Resource Management in American Industry. Ithaca, NY: Cornell University Press. Kaufman, B. (a). mainstream of human resource management theory suffers from limited domain and specification variation across industries, nations, etc.; the location of each organization within the .. One hundred years ago in America, best practice meant Managing the Human Factor: The Early Years of Human.

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