



# Managing People (CMI Diploma in Management Series)

*Rosemary Thomson, Andrew Thomson*

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**Managing People (CMI Diploma in Management Series)** Rosemary Thomson, Andrew Thomson  
'Managing People' addresses the perspective of the individual manager whose role includes the management of people, as well as issues concerning the organization as a whole. The theme of the book is about responding to organizational and environmental change and the people skills that will be required for this in the twenty-first century.

A system model of how the different parts of HR fit together is included, with the acknowledgement that different contexts require different approaches, and the role of the individual manager is considered within them. The stakeholder perspective is examined as it affects the management of people, and links human resource management policy and practice to financial results. This new edition also reflects the modern move towards performance management as an organizational business strategy. The role of leadership at all levels of the organization is also emphasized.

There is a new chapter on managing challenging situations, such as the management of diversity, power, stress, and conflict, as well as the handling of grievances and discipline.

Another new chapter pulls together the increasingly important aspects of the legal regulation of behaviour at work, and stresses the move from collective relationships to individual rights in the workplace.

This text is suitable for use on the Chartered Management Institute Diploma level modules on recruitment and selection, managing performance, and developing teams and individuals. It is also to be used for NVQ courses in HRM at levels 4 and 5 and is valuable for HR Professionals and line managers.

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