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302 - HARRISON MOONEY

With approximately 50 million people across the globe considered expatriates (persons living and working abroad for a limited time), global mobility is an important issue for individuals, organisations, and national governments, and a major research stream in universities and business schools. Written by a team of internationally renowned scholars from around the world, this volume summarises what is known about the management of global mobility and sets an agenda for future research. It also offers a comprehensive overview of the practical implications for organisations that manage expatriates, and individuals who are currently or aspiring expatriates. Providing an accessible and globally relevant introduction to the subject of expatriation and global mobility, this book will appeal to postgraduate, MBA, and EMBA students studying global mobility or international human resource management. It will also be of interest to practitioners, such as human resource managers and global mobility managers, who would like to gain a better understanding of the expatriation process.

After civil wars end, what can sustain peace in the long-term? In particular, how can outsiders facilitate durable conflict-managing institutions through statebuilding - a process that historically has been the outcome of bloody struggles to establish the state's authority over warlords, traditional authorities, and lawless territories? In this book, Timothy Sisk explores international efforts to help the world's most fragile post-civil war countries today build viable states that can provide for security and deliver the basic services essential for development. Tracing the historical roots of statebuilding to the present day, he demonstrates how the United Nations, leading powers, and well-meaning donors have engaged in statebuilding as a strategic approach to peacebuilding after war. Their efforts are informed by three key objectives: to enhance security by preventing war recurrence and fostering community and human security; to promote development through state provision of essential services such as water, sanitation, and education; to enhance human rights and democracy, reflecting the liberal international order that reaffirms the principles of democracy and human rights. . Improving governance, alongside the state's ability to integrate social differences and manage conflicts over resources, identity, and national priorities, is essential for long-term peace. Whether the global statebuilding enterprise can succeed in creating a world of peaceful, well-governed, development-focused states is unclear. But the book concludes with a road map toward a better global regime to enable peacebuilding and development-oriented statebuilding into the 21st century.

This book examines the implications of new communication technologies in the light of the most recent work in social and cultural theory and argues that new developments in electronic media, such as the Internet and Virtual Reality, justify the designation of a "second media age".

We commonly think of society as made of and by humans, but with the proliferation of machine learning and AI technologies, this is clearly no longer the case. Billions of automated systems tacitly contribute to the social construction of reality by drawing algorithmic distinctions between the visible and the invisible, the relevant and the irrelevant, the likely and the unlikely - on and beyond platforms. Drawing on the work of Pierre Bourdieu, this book develops an original sociology of algorithms as social agents, actively participating in social life. Through a wide range of examples, Massimo Airoidi shows how society shapes algorithmic code, and how this culture in the code guides the practical behaviour of the code in the culture, shaping society in turn. The 'machine habitus' is the generative mechanism at work throughout myriads of feedback loops linking humans with artificial social agents, in the context of digital infrastructures and pre-digital social structures. Machine Habitus will be of great interest to students and scholars in sociology, media and cultural studies, science and technology studies and information technology, and to anyone interested in the growing role of algorithms and AI in our social and cultural life.

A provocative, comparative study of the formation and expansion of the Aztec and Inca empires. Argues that prehistoric cultural development is largely determined by continual changes in traditio-

nal religion.

"Cambridge English for Job-Hunting is for upper-intermediate to advanced level (B2-C1) learners of English who need to use English during the job application process. The course can be used in the classroom or for self-study. Ideal for working professionals those new to the world of employment, the course develops the specialist English language knowledge and communication skills that job-seekers need to apply for and secure jobs. Cambridge English for Job-Hunting comprises six standalone units covering core areas such as preparing a CV, writing a cover letter, and answering interview questions. By featuring authentic materials such as CVs and letters, learners are given practical experience in preparing vital documentation. The course also features a special focus on the interview scenario, including extracts from interviews on the Audio CD. As well as familiarising learners with commonly asked interview questions, the course also develops more advanced interviewing techniques such as answering difficult questions and selling yourself effectively. In addition the course offers valuable advice to help build applicants' confidence. "

This book is about the central figure of our contemporary, 'liquid modern' times - the man or woman with no bonds, and particularly with none of the fixed or durable bonds that would allow the effort of self-definition and self-assertion to come to a rest. Having no permanent bonds, the denizen of our liquid modern society must tie whatever bonds they can to engage with others, using their own wits, skill and dedication. But none of these bonds are guaranteed to last. Moreover, they must be tied loosely so that they can be untied again, quickly and as effortlessly as possible, when circumstances change - as they surely will in our liquid modern society, over and over again. The uncanny frailty of human bonds, the feeling of insecurity that frailty inspires, and the conflicting desires to tighten the bonds yet keep them loose, are the principal themes of this important new book by Zygmunt Bauman, one of the most original and influential social thinkers of our time. It will be of great interest to students and scholars in sociology and in the social sciences and humanities generally, and it will appeal to anyone interested in the changing nature of human relationships.

The most up-to-date business English dictionary created specially for learners of English.

In Beyond HR: The New Science of Human capital, John Boudreau and Peter Ramstad show you how to do this through a new decisions science-talentship. Through talentship, you move far beyond merely reactive mind-set of planning and budgeting for headcount and hiring and retaining talent.

What do we know about ordinary people in our towns and cities, about what really matters to them and how they organize their lives today? This book visits an ordinary street and looks into thirty households. It reveals the aspirations and frustrations, the tragedies and accomplishments that are played out behind the doors. It focuses on the things that matter to these people, which quite often turn out to be material things - their house, the dog, their music, the Christmas decorations. These are the means by which they express who they have become, and relationships to objects turn out to be central to their relationships with other people - children, lovers, brothers and friends. If this is a typical street in a modern city like London, then what kind of society is this? It's not a community, nor a neighbourhood, nor is it a collection of isolated individuals. It isn't dominated by the family. We assume that social life is corrupted by materialism, made superficial and individualistic by a surfeit of consumer goods, but this is misleading. If the street isn't any of these things, then what is it? This brilliant and revealing portrayal of a street in modern London, written by one the most prominent anthropologists, shows how much is to be gained when we stop lamenting what we think we used to be and focus instead on what we are now becoming. It reveals the forms by which ordinary people make sense of their lives, and the ways in which objects become our companions in the daily struggle to make life meaningful.

Cambridge English for the Media is for intermediate to upper-intermediate level (B1-B2) learners of English who need to use English for their studies or work in the media. The course can be used in the classroom or for self-study. Cambridge English for the Media is designed to improve the com-

munication skills and specialist knowledge of media studies students and professionals, enabling them to work more confidently and effectively. The eight standalone units enable cover topics common to a range of media-related fields, including newspapers, radio, TV, film and advertising. Authentic teaching materials based on everyday work scenarios - such as producing and editing for print, radio and screen - make the course practical and motivating. The online Teacher's Book has extensive background information for the non-specialist teacher, useful web links and extra printable activities. The course comprises: * Student's Book with Audio CD * Teacher's Book online Summary: "Cambridge English for Human Resources covers a wide range of topics of concern to human resources and personnel development, from understanding the essentials of resourcing and outsourcing through to strategic HR. The ten standalone units allow learners to focus on the areas of HR and Personnel Development most important to them. As well as teaching the specialist vocabulary and theory of HR, the course also develops job-specific skills such as coaching, designing and implementing appraisal systems, managing conflict and others."--Cambridge website, viewed 1st Sept, 2011.

The contention of Georges Lefebvre that the peasantry occupied center stage during the early years of the Revolution is vindicated with the support of fresh evidence culled from archives, unpublished theses and other sources.

Social capital is a principal concept across the social sciences and has readily entered into mainstream discourse. In short, it is popular. However, this popularity has taken its toll. Social capital suffers from a lack of consensus because of the varied ways it is measured, defined, and deployed by different researchers. It has been put to work in ways that stretch and confuse its conceptual value, blurring the lines between networks, trust, civic engagement, and any type of collaborative action. This clear and concise volume presents the diverse theoretical approaches of scholars from Marx, Coleman, and Bourdieu to Putnam, Fukuyama, and Lin, carefully analyzing their commonalities and differences. Joonmo Son categorizes this wealth of work according to whether its focus is on the necessary preconditions for social capital, its structural basis, or its production. He distinguishes between individual and collective social capital (from shared resources of a personal network to pooled assets of a whole society), and interrogates the practical impact social capital has had in various policy areas (from health to economic development). Social Capital will be of immense value to readers across the social sciences and practitioners in relevant fields seeking to understand this mercurial concept.

Will tomorrow's wars be dominated by autonomous drones, land robots and warriors wired into a cybernetic network which can read their thoughts? Will war be fought with greater or lesser humanity? Will it be played out in cyberspace and further afield in Low Earth Orbit? Or will it be fought more intensely still in the sprawling cities of the developing world, the grim black holes of social exclusion on our increasingly unequal planet? Will the Great Powers reinvent conflict between themselves or is war destined to become much 'smaller' both in terms of its actors and the beliefs for which they will be willing to kill? In this illuminating new book Christopher Coker takes us on an incredible journey into the future of warfare. Focusing on contemporary trends that are changing the nature and dynamics of armed conflict, he shows how conflict will continue to evolve in ways that are unlikely to render our century any less bloody than the last. With insights from philosophy, cutting-edge scientific research and popular culture, Future War is a compelling and thought-provoking meditation on the shape of war to come.

This book explores important issues in human capital in human resource management as it relates to management information systems (MIS). It highlights how management information systems are implemented and the potential for employee resistance, offering behavioral strategies to involve employees in adopting effective MIS and in overcoming resistance during change. The authors also look at the available research that focuses on the changing skills requirements of employees in the context of both MIS perspectives and HRM perspectives. They address how current trends have evolved into a hyper-emerging market of competitive advantage and fast-changing environments

toward globalization. The authors also address: workforce planning and management systems strategic human resource management re-engineering work processes for improved productivity work-force diversity the integration of MIS-HRIS and employee involvement human resource globalization and MIS implications the impact of digital technology on decentralized work sites organizational continuous improvement programs

The Cambridge Advanced Learner's Dictionary gives the vital support which advanced students need, especially with the essential skills: reading, writing, listening and speaking. In the book: * 170,000 words, phrases and examples * New words: so your English stays up-to-date * Colour head-words: so you can find the word you are looking for quickly * Idiom Finder * 200 'Common Learner Error' notes show how to avoid common mistakes * 25,000 collocations show the way words work together * Colour pictures: 16 full page colour pictures On the CD-ROM: * Sound: recordings in British and American English, plus practice tools to help improve pronunciation * UNIQUE! Smart Thesaurus helps you choose the right word * QUICKfind looks up words for you while you are working or reading on screen * UNIQUE! SUPERwrite gives on screen help with grammar, spelling and collocation when you are writing * Hundreds of interactive exercises

Why are people loyal? How do groups form and how do they create incentives for their members to abide by group norms? Until now, economics has only been able to partially answer these questions. In this groundbreaking work, Paul Frijters presents a new unified theory of human behaviour. To do so, he incorporates comprehensive yet tractable definitions of love and power, and the dynamics of groups and networks, into the traditional mainstream economic view. The result is an enhanced view of human societies that nevertheless retains the pursuit of self-interest at its core. This book provides a digestible but comprehensive theory of our socioeconomic system, which condenses its immense complexity into simplified representations. The result both illuminates humanity's history and suggests ways forward for policies today, in areas as diverse as poverty reduction and tax compliance.

This 1995 volume demonstrates the application of Beckerian theory upon a wide range of social and political activity.

This book provides a comprehensive and up-to-date text in the subject. It seeks to address a wide gap existing in terms of the availability of a book that provides extensive coverage in the field. It aims to provide students in human resource management courses and practising managers with a comprehensive view of essential concepts and techniques in a highly readable and understandable form. This book particularly focuses on practical applications, examples and cases that managers can utilise in gaining insights into the subject in order to carry out their HR-related responsibilities. It focuses on practical applications, examples and cases that will be useful for both students and HR managers. It serves two important purposes: to provide an academically rigorous study, and at the same time, offer comprehensive and user-friendly pedagogy. The case studies cited in the book are from across the globe, including studies from India, and will appeal to a large audience.

Should governments be involved in economic affairs? Challenging prevailing wisdom about the benefits of self-regulating markets, Nina Bandelj and Elizabeth Sowers offer a uniquely sociological perspective to emphasize that states can never be divorced from economy. From defining property rights and regulating commodification of labor to setting corporate governance standards and international exchange rules, the state continuously manages the functioning of markets and influences economic outcomes for individuals, firms and nations. The authors bring together classical interventions and cutting-edge contemporary research in economic sociology to discuss six broad areas of economy/state connection: property, money, labor, firms, national economic growth, and global economic exchange. A wealth of empirical examples and illustrations reveals that even if the nature of state influence on economy varies across contexts, it is always dependent on social forces. This accessible and engaging book will be essential reading for upper-level students of economic sociology, and those interested in the major economic dilemmas of our times. .

A must have for MBA students and professional managers who need to use English at work. A part of the hugely popular Professional English in Use series, this book offers management vocabulary reference and practice for learners of intermediate level and above (B1-C1). Key MBA topics, including Leadership, Change Management and Finance are presented through real business case studies. The course is informed by the Cambridge International Corpus to ensure that the language taught is up-to-date and frequently used. Primarily designed as a self-study, the book can also be used for classroom work and one-to-one lessons. This book is a must for both students of MBA or other Business programmes and professionals who need management English.

Isms—typically defined as harmful and discriminatory philosophies or views—are a threat to human unity and may affect outcome maximization in healthcare workplaces. *Isms in Health Care Human Resources: A Concise Guide to Workplace Diversity, Equity, and Inclusion* lays a foundation in which readers can become familiar with diversity, equity and inclusion issues in the workplace and gain an understanding of how isms in health care can reduce output and elevate costs. After providing an overview of isms in healthcare and other workplaces, this concise text closely examines various isms, from central tendency and sexualism to IQism and heterosexism while covering a range of other isms. It then proposes strategies for intermediation for healthcare administrators in order to guide them in reducing isms in the workplace and, in turn, maximizing output.

Human resource departments increasingly use the statistical analysis of performance indicators as a way of demonstrating their contribution to organizational performance. In this book, Steve Fleetwood and Anthony Hesketh take issue with this 'scientific' approach by arguing that its preoccupation with statistical analysis is misplaced because it fails to take account of the complexities of organizations and the full range of issues that influence individual performance. The book is split into three parts. Part I deconstructs research into the alleged link between people and business performance by showing that it cannot explain the associations it alleges. Part II attributes these shortcomings to the importation of spurious 'scientific' methods, before going on to suggest more appropriate methods that might be used in future. Finally, Part III explores how HR executives and professionals understand their work and shows how a critical realist stance adds value to this understanding through enhanced explanation.

An introduction to a broad range of topics in deep learning, covering mathematical and conceptual background, deep learning techniques used in industry, and research perspectives. "Written by three experts in the field, *Deep Learning* is the only comprehensive book on the subject." —Elon Musk, cochair of OpenAI; cofounder and CEO of Tesla and SpaceX *Deep learning* is a form of machine learning that enables computers to learn from experience and understand the world in terms of a hierarchy of concepts. Because the computer gathers knowledge from experience, there is no need for a human computer operator to formally specify all the knowledge that the computer needs. The hierarchy of concepts allows the computer to learn complicated concepts by building them out of simpler ones; a graph of these hierarchies would be many layers deep. This book introduces a broad range of topics in deep learning. The text offers mathematical and conceptual background, covering relevant concepts in linear algebra, probability theory and information theory, numerical computation, and machine learning. It describes deep learning techniques used by practitioners in industry, including deep feedforward networks, regularization, optimization algorithms, convolutional networks, sequence modeling, and practical methodology; and it surveys such applications as natural language processing, speech recognition, computer vision, online recommendation systems, bioinformatics, and videogames. Finally, the book offers research perspectives, covering such theoretical topics as linear factor models, autoencoders, representation learning, structured probabilistic models, Monte Carlo methods, the partition function, approximate inference, and deep generative models. *Deep Learning* can be used by undergraduate or graduate students planning careers in either industry or research, and by software engineers who want to begin using deep learning in their products or platforms. A website offers supplementary material for both readers and instructors.

In this important new book the renowned historian Serge Gruzinski returns to two episodes in the sixteenth century which mark a decisive stage in global history and show how China and Mexico experienced the expansion of Europe. In the early 1520s, Magellan set sail for Asia by the Western route, Cortes seized Mexico and some Portuguese based in Malacca dreamed of colonizing China. The Aztec Eagle was destroyed but the Chinese Dragon held strong and repelled the invaders - after first seizing their cannon. For the first time, people from three continents encountered one other, confronted one another but their lives became entangled. These events were of great interest to contemporaries and many people at the time grasped the magnitude of what was going on around them. The Iberians succeeded in America and failed in China. The New World became inseparable from the Europeans who were to conquer it, while the Celestial Empire became, for a long time to come, an unattainable goal. Gruzinski explores this encounter between civilizations that were different from one another but that already fascinated contemporaries, and he shows that our world today bears the mark of this distant age. For it was in the sixteenth century that human history began to be played out on a global stage. It was then that connections between different parts of the world began to accelerate, not only between Europe and the Americas but also between Europe and China. This is what is revealed by a global history of the sixteenth century, con-

ceived as another way of reading the Renaissance, less Eurocentric and more in tune with our age. This workbook provides exercises to help teach and build English vocabulary. It has been written both for students who are studying towards professional exams, and for those who want to improve their related communication skills. The material covers general and topic-specific vocabulary, as well as grammar and use of English, comprehension, pronunciation and spelling.

The purpose of this book is to contribute to the understanding of the debate surrounding strategic human resource management (SHRM) and organisational performance. The relationship between SHRM and organisational performance has been a heavily deliberated issue over the last decade. A survey of literature on SHRM and its impacts in terms of performance reveals that empirical results on this topic are, as yet, inconclusive. Whilst some studies have found the impact to be positive, the results from several other studies cast doubts concerning the overall efficacy of (positive) HR practices on firms' performance. This book critically discusses the theoretical and empirical aspects of the relationship between strategic HRM and organisational performance. Ostensibly, when compared to earlier forms of people management, the essence of HRM was a closer alignment of the procedures and processes concerned with work and employment relationships to overall organisational objectives. Much of the HRM literature holds that specific HRM practices are likely to serve as a major source of competitive advantage. This belief has led to research into the link between HRM and performance. However, somewhat less clear is what specific HR practices are most likely to enhance performance, and, indeed, how performance may best be measured. This book, accordingly, seeks to explore which HR practices are most closely associated with better organisational performance according to subjective and objective measures. It also seeks to shed new light on the relationship between subjective and objective measures of organisational performance, and the relative reliability of the former in assessing the effectiveness of specific HR practices. The book also explores other important HR issues such as the role of the HR director, strategic HR involvement, and HR devolvement. Moreover, it has been argued that it is an interrelated system of HR practices or HR complementarities that enhance performance, with one practice encountered on its own not having the same result as when encountered in combination with others. This particular issue is also discussed in depth in this book.

Leading authors explain strategic and risk management approach to human resource management. Numerous examples in every chapter illustrate key points.

This book provides an accessible and up-to-date account of the rich military history of the nineteenth century. It takes a fresh approach, making novel links with conflict and coercion, and moving away from teleological emphases. Naval developments and warfare are included, as are social and cultural dimensions of military activity. Leading military historian Jeremy Black offers the reader a twenty-first century approach to this period, particularly through his focus on the dynamic drive provided by different forms of military goals, or "tasking". This allows echoes with modern warfare to come to the fore and provides a fuller understanding of a period sometimes considered solely as background to the total war of 1914-45. Alongside state-to-state warfare and the move toward "total war", Black's emphasis on different military goals gives due weight to trans-oceanic conflict at the expense of non-Europeans. Irregular, internal and asymmetric war are all considered, ranging from local insurgencies to imperial expeditions, and provide a deliberate shift from Western-centricity. At the very cutting edge of its field, this book is a must read for all students and scholars of military history and its related disciplines.

Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. Armstrong's Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications. Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and

tables, toolkits, and a literature review, glossary and bibliography.

This best selling course has been thoroughly revised to meet the needs of today's business and economics students. The English for Business Studies Audio CDs feature new authentic audio, including interviews with business people from key areas of business.

An exploration of why we play video games despite the fact that we are almost certain to feel unhappy when we fail at them. We may think of video games as being "fun," but in *The Art of Failure*, Jesper Juul claims that this is almost entirely mistaken. When we play video games, our facial expressions are rarely those of happiness or bliss. Instead, we frown, grimace, and shout in frustration as we lose, or die, or fail to advance to the next level. Humans may have a fundamental desire to succeed and feel competent, but game players choose to engage in an activity in which they are nearly certain to fail and feel incompetent. So why do we play video games even though they make us unhappy? Juul examines this paradox. In video games, as in tragic works of art, literature, theater, and cinema, it seems that we want to experience unpleasantness even if we also dislike it. Reader or audience reaction to tragedy is often explained as catharsis, as a purging of negative emotions. But, Juul points out, this doesn't seem to be the case for video game players. Games do not purge us of unpleasant emotions; they produce them in the first place. What, then, does failure in video game playing do? Juul argues that failure in a game is unique in that when you fail in a game, you (not a character) are in some way inadequate. Yet games also motivate us to play more, in order to escape that inadequacy, and the feeling of escaping failure (often by improving

skills) is a central enjoyment of games. Games, writes Juul, are the art of failure: the singular art form that sets us up for failure and allows us to experience it and experiment with it. *The Art of Failure* is essential reading for anyone interested in video games, whether as entertainment, art, or education.

Empires and Colonies provides a thoroughgoing and lively exploration of the expansion of the seaborne empires of western Europe from the fifteenth century and how that process of expansion affected the world, including its successor, the United States. Whilst providing special attention to Europe, the book is careful to highlight the ambivalence and contradiction of that expansion. The book also illuminates connections between empires and colonies as a theme in history, concentrating on culture while also discussing the rich social, economic and political dimensions of the story. Furthermore, *Empires and Colonies* recognizes that whilst a study of the expansion of Europe is an important part of world history, it is not a history of the world per se. The focus on culture is used to assert that areas and peoples that lack great economic power at any given time also deserve attention. These alternative voices of slaves, indigenous peoples and critics of empire and colonization are an important and compelling element of the book. *Empires and Colonies* will be essential reading not only for students of imperial history, but also for anyone interested in the makings of our modern world.

Measuring Human Capital addresses a country's most important resource: its own people. Bettering human capital benefits individuals and their country and leads to improved sustainability for

the future. For many years economists only used Gross Domestic Product (GDP), now acknowledged to be inadequate without supplemental measures, to gauge a country's overall value. There is now a recognition that many variables contribute to a country's worth, which make accurate measurement difficult. Looking beyond GDP by focusing on human capital, researchers, policymakers, government officials, and students can understand what elements impact human capital and how they might improve it in order to increase economic growth and well-being. Addresses six major measures of human capital, covering at least 130 countries Describes both monetary and index estimates Includes two monetary measures by the World Bank and the Inclusive Wealth Report by UNEP and the Urban Institute of Kyushu University Includes four index measures by the Institute for Health Metrics and Evaluation of the University of Washington, United Nations Development Programme, World Economic Forum, and World Bank Includes two country chapters, one on China and the other on the United States

Summary: "Cambridge English for Human Resources covers a wide range of topics of concern to human resources and personnel development, from understanding the essentials of resourcing and outsourcing through to strategic HR. The ten standalone units allow learners to focus on the areas of HR and Personnel Development most important to them. As well as teaching the specialist vocabulary and theory of HR, the course also develops job-specific skills such as coaching, designing and implementing appraisal systems, managing conflict and others."--Cambridge website, viewed 1st Sept, 2011.