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David A. DeCenzo
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University. He is the
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Professor of
Management at
Towson University. His
major teaching and
research interests
focus on the general
areas of human
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“The object of
disciplinary action is
not to punish
employees, but to
provide a consequence
for an employee’s

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undesirable behavior.”

[2] That is, it is a necessary means to the desired end.

**The Purpose of
Discipline | Human
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David A. DeCenzo received his Ph.D. from West Virginia University. He is the Director of Partnership Development and Professor of Management at

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**Fundamentals of
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Human resource
management is a
managerial process of
acquiring and engaging
the required workforce,

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appropriate for the job and concerned with developing, maintenance and utilization of work force. According to Decenzo and Robbins, “HRM is concerned with the people dimension” in management.

Definition of Human Resource Management

According to Decenzo and Robbins, “Human

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Resource Management is concerned with the “people dimension” in management. Since every organization is made up of people, acquiring their services, developing their skills, motivating them to higher levels of performance and ensuring that they continue to maintain their commitment to the organization is essential to achieve organisational

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objectives.

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**Human Resource
Management - What
is HRM? - Definitions**

...

David A. DeCenzo is
the author of
Fundamentals of
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A ... *Page 24/27*

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Human Resource Management offers a clear and concise introduction to the field, with a practical approach and conversational style that facilitates student comprehension and encourages early, active involvement. Real-world examples illustrate the importance of employees at every level, linking theory to practice with

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that sparks student
interest and promotes
lasting ...

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