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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 Towson University. His major teaching and research interests focus on the general areas of human resource management, management, and organizational behavior.

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“The object of disciplinary action is not
to punish employees, but to provide a
consequence for an employee’s
undesirable behavior.” [2] That is, it is a
necessary means to the desired end.

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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 Towson University. His major teaching and research...

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Human resource management is a
managerial process of acquiring and
engaging the required workforce,
appropriate for the job and concerned

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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,

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“Human 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

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achieve organisational objectives.

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David A. DeCenzo is the author of Fundamentals of Human Resource Management (3.87 avg rating, 157 ratings, 6 reviews), Human Resource Management (4.07 av... Home My Books

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