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In Principles of Managerial Finance, Fourteenth Edition, Gitman and Zutter guide you through the complexities of finance with their proven learning system. Teaching and learning aids are woven into concepts and practice, creating a roadmap to follow through the text. Several features—including Why This Chapter Matters and Personal Finance Examples—show the value of applying financial principles and techniques to everyday life. MyFinanceLab for Principles of Managerial Finance, Fourteenth Edition creates learning experiences that are truly personalized and continuously adaptive. MyFinanceLab reacts to how students are actually performing, offering data-driven guidance that helps them better absorb course material and understand difficult

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Gitman's Brief Third Edition approaches introductory finance with a focused concentration on the fundamental concepts, techniques, and practices of managerial finance. Integrating pedagogy with the concepts and practical applications necessary for a solid understanding of managerial finance, this edition equips instructors and students to concentrate on the concepts, techniques, and practices for keen financial decision making in an increasingly competitive business environment.

In *Compensation and Benefit Design*, Bashker D. Biswas shows exactly how to bring financial rigor to the crucial "people" decisions associated with compensation and benefit program development. This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs. Next, Biswas thoroughly addresses the acquisition component of compensation, as well as issues related to general compensation, equity compensation, and pension accounting. He assesses the full financial impact of executive compensation programs and employee benefit plans, and discusses the unique issues associated with international HR systems and programs. This book contains a full chapter on HR key indicator reporting, and concludes with detailed coverage of trends in human resource accounting, and the deepening linkages between financial and HR planning. Replete with both full and "mini" case examples throughout, the book also contains chapter-ending exercises and problems for use by students in HR and finance programs. ¶ HR managers are under intense pressure to become strategic business partners. Many, unfortunately, lack the technical skills in financial analysis to succeed in this role. Now, respected HR management educator Dr. Steven Director addresses this skill gap head-on. Writing from HR's viewpoint, Director covers everything mid-level and senior-level HR professionals need to know to formulate, model, and evaluate their HR initiatives from a financial and business perspective. Drawing on his unsurpassed expertise working with HR executives, he walks through each crucial financial issue associated with strategic talent management, including the quantifiable links between workforces and business value, the cost-benefit analysis of HR and strategic financial initiatives, and specific issues related to total rewards programs. Unlike finance books for non-financial managers, *Financial Analysis for HR Managers* focuses entirely on core HR issues.

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compensation and benefit program development. This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs. Next, Biswas thoroughly addresses the acquisition component of compensation, as well as issues related to general compensation, equity compensation, and pension accounting. He assesses the full financial impact of executive compensation programs and employee benefit plans, and discusses the unique issues associated with international HR systems and programs. This book contains a full chapter on HR key indicator reporting, and concludes with detailed coverage of trends in human resource accounting, and the deepening linkages between financial and HR planning. Replete with both full and "mini" case examples throughout, the book also contains chapter-ending exercises and problems for use by students in HR and finance programs. More than ever before, HR practitioners must empirically demonstrate a clear link between their practices and firm performance. In *Investing in People*, Wayne F. Cascio and John W. Boudreau show exactly how to choose, implement, and use metrics to improve decision-making, optimize organizational effectiveness, and maximize the value of HR investments. They provide powerful techniques for looking inside the HR "black box," implementing human capital metrics that track the effectiveness of talent policies and practices, demonstrating the logical connections to financial and line-of-business, and using HR metrics to drive more effective decision-making. Using their powerful "LAMP" methodology (Logic, Analytics, Measures, and Process), the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value.

As markets become more dynamic and competitive, companies must reconsider how they view inventory and make changes to their production and inventory systems. They must begin to think outside the classical box and develop a new paradigm of inventory management. Exploring the trend away from classical models based on economic order quantities to dependent demand systems, *Inventory Management: Non-Classical Views* comes as a just-in-time resource. Explore the new role of inventories in business enterprises This book discusses a new paradigm for inventory management that is responsive to dynamic changes in the economy. It explores: Inventory systems that provide flexibility Inventory performance measures other than using cost as a means to control inventory Inventory as a contributor to customer value creation, rather than a liability The book also examines why energy and the environment are to be considered in inventory decisions, the non-classical application of inventory management in fields such as healthcare and disaster relief, and non-classical approaches to measuring the performance of inventory such as information theory, fuzzy sets, and thermodynamics. While many factors may change, one certainty is that the global economy is becoming increasingly dynamic. Planting the seeds for new research in inventory control and management, this book outlines the evolving role of inventories in business enterprises. It explores how to create inventory management as a tool for continued success regardless of market fluctuations and economic variances.

In *Compensation and Benefit Design*, Bashker D. Biswas shows exactly how to bring financial rigor to crucial "people" decisions associated with compensation and benefit program development. This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs. Biswas thoroughly addresses the acquisition component of compensation, as well as issues related to general compensation, equity compensation, and pension accounting. He assesses the full financial impact of executive compensation programs and employee benefit plans, and discusses the unique issues associated with international HR systems and programs. This book contains a full chapter on HR key indicator reporting, and concludes with detailed coverage of trends in human resource accounting, and the deepening linkages between financial and HR planning. Replete with both full and "mini" case examples throughout, this book will be valuable to a wide spectrum of HR and financial professionals, with titles including compensation and benefits analysts, managers, directors, and consultants; HR specialists, accounting specialists, financial analysts, total rewards directors, controller, finance director, benefits actuaries, executive compensation consultants, corporate regulators, and labor attorneys. It also

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contains chapter-ending exercises and problems for use by students in HR and finance programs.

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