

Foreword

Dr. Teo deserves praise for freely imparting the wisdom he has gained over 25 years of management experience across various industries and as a management and leadership professor in other Asian economies, particularly in human resource management. Cambodia, Myanmar, Malaysia, India and Central Asian countries are among those he mentions in his book, which provides a concise overview of many people and talent management concepts. Each time, his perspective mirrors the pragmatist ideology that underpins the leadership and management practices of businesses and private sector corporations, emphasizing goal- and KPI-based management. Because of how quickly things are changing in the corporate world, such a strategy must be flexible enough to adapt to unexpected developments. The question of whether it works, produces the desired results, and contributes directly or indirectly to human flourishing, however measured, must inspire a situated response that is true to the possibilities and potentialities inherent. If higher education is to accomplish its stated aims—the socialization and individualization of its students through the inculcation of information, truth-making, comprehensive critical thinking, etc.—this is a surefire way to get there. Management professionals who see people and talent management as an integral aspect of their job description (which should include almost every managerial duty) will find this book helpful in spotting problems with people management and developing solutions tailored to their situations.

Dr Tan Jing Hee

Chairman, Academic Board

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Professor Teo's insightful guide delves deeply into the pivotal elements of Human Resource Management, making it a vital read for those aiming to excel in HR. His book skilfully underscores the significant role of HRM in business success, shedding light on the complexities of talent acquisition and strategic workforce development. Readers will discover pioneering research in performance management, innovative hiring methods, and the promotion of employee diversity. Additionally, it provides a comprehensive understanding of HR's key role in shaping organisational futures, along with mastering the subtleties of managing attrition and termination. Covering topics from conducting thorough HR audits to the transformative effects of blockchain technology in HR, this book stands as an invaluable resource for both experienced HR professionals and newcomers. It's a great and up-to-date practical guide for anyone seeking to master Human Resource Management.

Dr Jurgen Rudolph

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