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fundamentals of

Human Resource Management

Fourth Edition

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In tribute to the lives of Raymond and Mildred Noe
—R.A.N.

To my parents, Harold and Elizabeth, my wife, Patty, and my children, Jennifer, Marie, Timothy, and Jeffrey
—J.R.H.

To my parents, Robert and Shirley, my wife, Heather, and my children, Chris and Annie
—B.G.

To my parents, Patricia and Paul, my wife, Mary, and my sons, Michael and Matthew
—P.M.W.