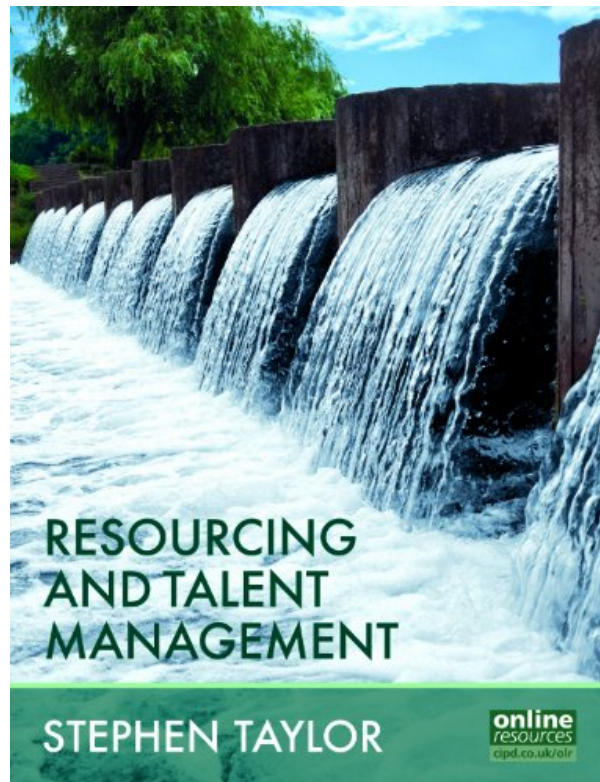
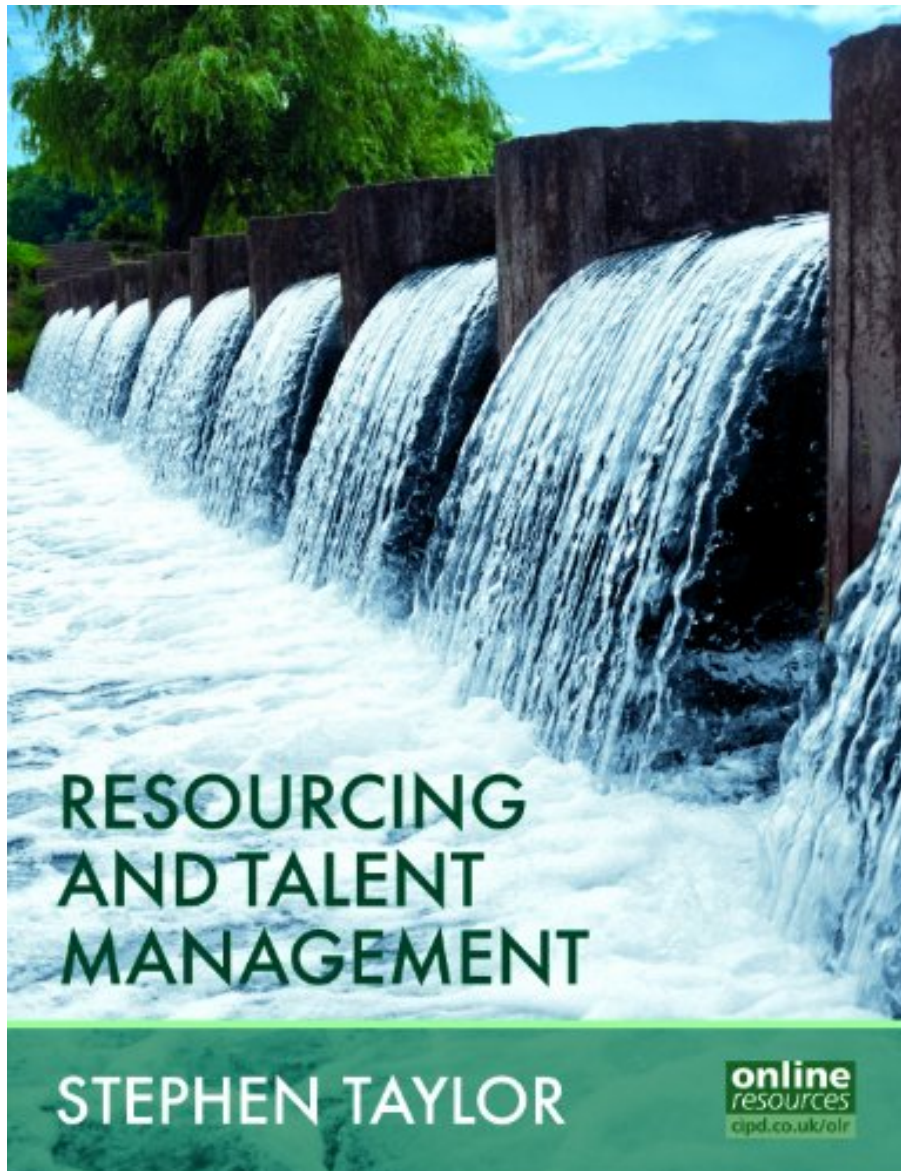


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Stephen Taylor, Chartered FCIPD, is a senior lecturer in Human Resource Management at the University of Exeter Business School in the UK. He is also a Chief Examiner for the CIPD. Before his academic career he worked in a variety of management roles in the hotel industry and the NHS. He is co-author of *Armstrong's Handbook of Resource Management Practice* published by Kogan Page.

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- Sales Rank: #1879635 in Books
- Published on: 2014-02-01
- Original language: English
- Dimensions: 9.69" h x .31" w x 7.44" l, 1.95 pounds
- Binding: Paperback
- 456 pages

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