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assign more of the responsibility for employee management to the human resources department hr department over time the role of hr departments has expanded to include a wide variety of tasks including recruitment selection training compensation and benefits performance management and regulatory issues more recently

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most management textbooks would say as does this one that managers spend their time engaged in planning organizing staffing directing coordinating reporting and controlling these activities as hannaway found in her study of managers at work do not in fact describe what managers do 1 at best they seem to describe vague

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as a prelude to this analysis we begin with a brief look at the natures of work and of management contemporary challenges are discussed next we consider a model of organizational behavior that will serve as a guide throughout the study of management and organizational behavior

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these aspects include ensuring that individuals have the competence needed to perform their assigned tasks organizing work effectively anticipating human resource needs and monitoring and continually improving performance for the entire lifecycle of nuclear facilities

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