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Managing Human Resources for Nonprofits

Kunle Akingbola

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The core resources and capabilities of any nonprofit organization lie in their human capital; their knowledge, skills and behaviors are critical to the achievement of the organization's mission and performance. Thus, effective management of this key resource is integral to the nonprofit organization's success.

This book focuses on the unique characteristics, challenges and contribution of human resource management to the strategic objectives of the nonprofit. It explores contemporary issues that place the management of people at the intersection between the mission, strategy and performance of the organization. The book:

* Uses the latest theory to build models that explain the

determinants and dimensions of strategic HRM within the nonprofit

sector

* Examines the core HRM functions in the context of the

nonprofit sector to provide insight into how nonprofits can optimize

HRM contributions to performance

* Provides a step-by-step process to develop, implement and

manage HR practices that are aligned with the strategy of the nonprofit organization

* Demonstrates how to integrate volunteer management into

strategic HRM

Using examples from around the world, as well as cases to facilitate learning, this book is ideal for students and professionals interested in strategic human resource management, and nonprofit management.

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