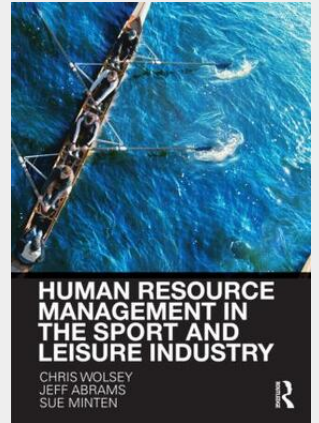


Human Resource Management in the Sport and Leisure Industry

The sport and leisure sectors possess unique characteristics that pose particular challenges for managers and human resource professionals. The age profile of workers, seasonality, the pressure to achieve short-term results, media intrusion, wide differences in pay between elite and community levels, and the importance of competition and consumer (fan) behaviour, all combine to set sport and leisure apart from 'mainstream' business and management. Human Resource Management in the Sport and Leisure Industry is a comprehensive and accessible introduction to HRM in sport and leisure that examines these challenges in the context of organisational structure, systems, and individual and group behaviour, encouraging the reader to develop a strategic approach to HRM, and emphasising the importance of reflective professional practice. The book explores the full range of key issues, themes and concepts in contemporary HRM, including: - the labour market in sport and leisure - personal skills in HRM - recruitment and selection - learning, training and development - evaluation and performance appraisal - change management - coaching and mentorship. Covering private, public and voluntary contexts, the book includes a wide range of examples and cases from the real world of sport and leisure management. Each chapter also includes highlighted definitions of key concepts, review questions, summaries and learning objectives, to guide student learning and help managers develop their professional skills. Effective human resource management and development is essential for business success, and this book is therefore important reading for any student or professional working in sport and leisure management.



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