



Human Resource Management. Paper

In a bid to improve the whole organizational and even the strategies of the organization the human resources managers have put into play the intermittent schedules of reinforcement which enables employees to be driven towards the achievements of the organization goal through the implementation of the intermittent schedules of reinforcement. Reinforcement is an extremely important principle of conditioning mainly used by top managers to move or drive their subordinates in the work place thus a process of shaping behavior by controlling its consequences.

Because according to Box et al (2007) he views human resource as the management of work and people towards a desired end. This reinforcement theory is sometimes called the operant conditioning as its main focus is on the operant behavior and its associated consequences. According to Copper et al (2007) intermittent schedules of reinforcement are used when maintaining previously learned behavior. Anderson also argues that behavior at the work place is either shaped with the positive and negative reinforces.

The positive mainly on the rewarding bases of the employee for a good job well done and the universe follows that the negative reinforces involves the amoeba of something undesirable in order to alter behavior. But we can not introduce the reinforcement theory leaving aside the important behaviorism B. F. Sullener who derived the reinforcement theory which seem to be one of the still standing oldest theory of motivation as a way to explain behavior and why we do what we do.

The theory also known as the behaviorism or operant conditioning which is still commonly taught in psychology nowadays. The theory states that "an individual behavior is a function of its consequences" (Management Study gulled 2013) Furthermore what is called the reinforcement scheduling is the essential time the rewards, punishment and timing of these outcomes but deference seem to exist between mulling and frequents of the reinforces. TLS reinforces mainly used to explain work place process such as payment system, absenteeism and motivation to mention but a few.

Moreover Fester and Skinner argues that there are mainly two types of intermittent schedules of reinforcement, firstly those that occurs at fixed number of desired response and those schedules that appear regularly or irregularly which are called variables. Through the ideals of the two schedules the four intermittent reinforcement schedules are then formed. This shall all be explained in 'OFF Fixed interval schedules it follows that a constant amount of time could pass before a reinforce is provided.

In other words behavior pattern almost stops after a reward until the next also offers an example of employee performance review for a raise every year and not in between. (Heifer,2001)Thus is really true in the human resources management a

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Annelies Wilder-Smith



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Table of Contents Human Resource Management Paper

1. Understanding the eBook Human Resource Management Paper
 - The Rise of Digital Reading Human Resource Management Paper
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Management Paper
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Human Resource Management Paper
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Management Paper
 - Personalized Recommendations
 - Human Resource Management Paper User Reviews and Ratings
 - Human Resource Management Paper and Bestseller Lists
5. Accessing Human Resource Management Paper Free and Paid eBooks

- Human Resource Management Paper Public Domain eBooks
 - Human Resource Management Paper eBook Subscription Services
 - Human Resource Management Paper Budget-Friendly Options
6. Navigating Human Resource Management Paper eBook Formats
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 - Human Resource Management Paper Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resource Management Paper
 - Highlighting and Note-Taking Human Resource Management Paper
 - Interactive Elements Human Resource Management Paper
 8. Staying Engaged with Human Resource Management Paper
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resource Management Paper
 9. Balancing eBooks and Physical Books Human Resource Management Paper
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resource Management Paper
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Human Resource Management Paper
 - Setting Reading Goals Human Resource Management Paper
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Human Resource Management Paper
 - Fact-Checking eBook Content of Human Resource Management Paper
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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