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...Summary Human Resource Management Chapters 1,2,4,5,6,16 Chapter 1: Gaining a Competitive Advantage * Competiveness ability to maintain share in industry (related to effectiveness) * Human Resource Management policies, practices, systems that influence employees' behaviour, attitude and performance analysing and design of work, planning, recruiting, selection, training, compensation, performance management, employee relations * HRM practices should be strategic * HR has 3 product lines ...

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Human resources management, also known as HRM or HR, plays a critical role in many organizations. Though the field's origins were mainly administrative, the HR function has shifted dramatically to become a people- and data-focused strategic business unit within most large organizations. HR ...

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SHRM - The Voice of All Things Work

Human Resource Management : Gaining a Competitive Advantage. Chicago, IL : McGraw-Hill Inc.

Back to Index. What attracts employees to work at certain places? Great pay : This is one of the main reasons why most people work for a certain company. Some organizations offer good pay than others. The higher the pay is, the more likely employees are ...

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Human Resource Management and Competitive Advantage 1

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