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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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6 CHAPTER 1 Human Resource Management: Gaining a Competitive Advantage finance, operations, or information technology. In some companies the HR depart-ment advises top-level management; in others the HR department may make deci-sions regarding staffing, training, and compensation after top managers have decided relevant business issues.

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SHRM - The Voice of All Things Work

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Human Resource Management and Competitive Advantage 1

Description Human Resource Management: Gaining a Competitive Advantage 12e offers comprehensive coverage of HRM concepts that teach students how to strategically overcome challenges and gain competitive advantage in the workplace.