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#01 The strategic Side of Human Resources Management
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to make such a determination.

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On day 3 of HINAR, Isha shows by example how human is not a resource, but a possibility

In an all-human setting, it wouldn't make sense for such sharp technological divides to exist ... Early in the book, humans of Clan Dureya are described as great warriors from

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harsh, resource-poor ... China

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Employs the Neolithic

While teaching in Italy this summer, I
got a little lost. In the humid,
viridescent Tuscan hills, time altered
its rhythm. My fingers brushed ...

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productivity are impacted by working from home.

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Why YOU need to get over your FOTO (fear of the office)

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a world of difference. Just one breakthrough in design can expand who has access to it.

The Human Future of Healthcare
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travel?

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‘ Is it just the latest plaything for
billionaires? ’ : How space travel
ethics and tech giants make us
sceptical

Gurugram: Uber today announced

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the appointment of Divya Garg as Head of HR for the India and South Asia (SA) region. Divya will be working closely with the India SA leadership team to consolidate Uber

...

Uber appoints Divya Garg as the Head

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All were "social constructions," creations of human beings based on cultural consensus — not something related to the real world in any kind of absolute sense. There is no Truth; all claims to ...

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Making Sense of Antipsychiatry for
the 21st Century
especially in the realm of human

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VentureBeat: AI makes sense as a tool
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A CIO weighs in on how AI can benefit
non-technical roles, particularly HR

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wonder... regulatory capital, human resources and marketing. It will also go towards ...

Making sense of YWBN Mutual Bank
A woman from human resources has to remind him, “ You need to make the host believe in the irrational

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fantasy that he is the funniest person in the world.” She instructs him, “ Laugh first, ...

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South Port human resources manager Helen Young said the ... also helped

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provide the former refugees with a purpose and sense of belonging, Young said. Young didn't shy away from the fact that ...

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sense ' of recent developments in
the field of Human Resource
Management in the People ' s
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how the paradoxes and
contradictions engendered by
contemporary Chinese society are
being resolved in the enterprises and

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workplaces of the Middle Kingdom.

The book starts with an overview of the literature, then follows with a

selection of micro-oriented,

concerned with topics like

recruitment and retention, then

macro-oriented empirical studies, a

number of the latter dealing with

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strategic as well as performance issues, with last, those comparing sets of societal cultural values. It attempts a synthesis of what has emerged from recent research on the ‘ harmonious society ’ . These contributions from authors based in universities in eight countries, in Australia, Canada, China,

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Hong Kong, Japan, Taiwan, United Kingdom and USA, cover a wide range of research on HRM, from the micro- to the macro-. Six of them teach and/or research at campuses on the Mainland. Their empirical, field-based research covers the last half-decade and presents a robust picture

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of both what practitioners have adopted and how researchers have tried to 'make sense' of what they have investigated. This book was based on a special issue of Intl Journal of Human Resource Management.

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Peter Drucker has introduced us all to the knowledge era, where knowledge is the primary resource and intangibles (intellectual capital resources and assets) are now largely

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recognized as the most important sources of organizations' competitive advantage. With the recognition of the importance of Intangibles comes the problem of how to properly identify them and assign them a value within the corporation. This is an area of concern in 5 fields: 1)

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accounting and financial reporting, 2) performance measurement and management, 3) valuation in the finance field, 4) the Human Resources field in terms of management, strategy, and planning, and 5) Intellectual Capital. Over the past eight years, over 25 methods have

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been proposed for the valuation of intangibles coming out of these 5 fields. In this book, Andriessen evaluates 25 existing methods of intangible valuation according to highly developed criteria. In performing his evaluations, Andriessen synthesizes the state of

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the art research in these fields based on extensive research. He then presents his own method for valuing intangibles, which he began developing and testing as a Senior Manager at KPMG Knowledge Advisory Services in The Netherlands. He relates six case studies in which

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this method was tested in actual companies, carefully reviews the results of his tests, and then concludes by offering a new and improved method for valuing intangibles in his Weightless Wealth Toolkit, a complete step-by-step process for identifying, valuing, and

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A comprehensive guide to using
strategic HR methods to
increase company performance. This
book explains what strategic

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humanresources means, how it differs from other HR activities, and why it is critical to business performance. It walks through key questions for designing, deploying and integrating different strategic HR processes including staffing, performance management, compensation,

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and ineffective strategic HR using stories drawn from a range of companies and industries.

This edited work attempts to ‘ make sense ’ of recent developments in the field of Human Resource Management in the People ’ s

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Republic of China. It attempts to see how the paradoxes and contradictions engendered by contemporary Chinese society are being resolved in the enterprises and workplaces of the Middle Kingdom. The book starts with an overview of the literature, then follows with a

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selection of micro-oriented, concerned with topics like recruitment and retention, then macro-oriented empirical studies, a number of the latter dealing with strategic as well as performance issues, with last, those comparing sets of societal cultural values. It attempts a

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synthesis of what has emerged from recent research on the 'harmonious society'. These contributions from authors based in universities in eight countries, in Australia, Canada, China, Hong Kong, Japan, Taiwan, United Kingdom and USA, cover a wide range of research on HRM, from the

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micro- to the macro-. Six of them teach and/or research at campuses on the Mainland. Their empirical, field-based research covers the last half-decade and presents a robust picture of both what practitioners have adopted and how researchers have tried to ' make sense ' of what they

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have investigated. This book was based on a special issue of Intl Journal of Human Resource Management.

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Management that will help your learners and organization thrive. Since information about online learning changes at Internet speed, the book is supported with a dedicated Web site (www.learningpeaks.com/msoll/) filled with up-to-the-minute suggestions for tools and resources.

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Provides practical, situated, and unique knowledge on innovative e-HRM technologies and expands on theoretical conceptualizations of e-HRM.

This book lies within two

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interdisciplinary fields that should be bridged: cross-cultural management and international human resource management. The consequences of globalization lead to a more extensive recruitment process of global talents to fit the different work structures and competitive work

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environment of tomorrow. The emergence of self-initiated expatriates (SIEs) further intensify the challenges faced by multinational organizations because people are searching for better career prospects and they are willing to re-locate in order to obtain competitive salary or

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compensation packages. With the emergence of SIEs, multinational corporations need to acknowledge the influence of culture on management practices because the expatriates will bring their own cultural baggage and uniqueness to the company ' s doorsteps. By

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Integrating both fields, this book provides a valuable understanding in order to educate SIEs on the richness of cultural behaviors. Indeed, the complexities of human behaviours opens up the window of opportunities to recognize that we are all human beings with unique

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characteristics, personality and attitudes. It is until and when we equally acknowledge that culture is an essence of humankind and that culture continues to shape people with a magical touch of diversity and uniqueness, only then will the global world greet people inclusively by

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embracing ' tolerance, appreciation, and happiness! ' Culture has a paramount impact on how leaders manage their colleagues and teams in the workplace. One ' s attitudes, values, beliefs and perceptions all matter when people work with culturally diverse colleagues. Cultural

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differences cannot be ignored as a work structure that thrives only in a monoculture environment is hardly in existence for multinational corporation of today. Instead, the multi-cultured environment takes priority with the soaring number of demands for global talents and

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workforces that need to be recruited. It is clearly established in the field of international human resources that there are increasing trends and phenomenon of burgeoning SIEs in newly occupied cosmopolitan cities in the world such as Dubai, Qatar, Jeddah, Kuala Lumpur, Hong Kong,

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Shanghai, Tokyo, and many others. At the end, one key question matters for the journey of cultural sense making to begin: What is it like to experience the forces and effects of culture in the workplace when one is an expatriate?

The ability of a business to engage in

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real organizational learning and to do so faster and in a more sustainable way than its competitors is being increasingly seen as an essential component of success. In Making Sense of Organizational Learning, Cyril Kirwan examines the wide range of factors necessary to create and

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sustain organizational learning and knowledge at all levels. At the individual level, the generation of continuous learning opportunities and reflection on experiences are critically important. At the team level, it ' s about encouraging collaboration, team learning and the

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sharing of knowledge. At the organizational level, the emphasis is on building systems to capture and share knowledge and providing strategic leadership for learning. The book shows you how you can best exploit the knowledge that already exists within your organization while

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at the same time develop the capability of the people that work there. It deals in turn with individual learning; learning with others; learning in organizations; and in particular the role of the HR function and of line managers. Each chapter provides theoretical background and

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real-world examples. Diagnostic questionnaires, checklists and other tools are also included. Making Sense of Organizational Learning provides an evidence-based argument for the adoption of effective organizational learning policies and practices, and offers a real opportunity to improve

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performance. Thinking practitioners working in and around learning and development or organization development will find it invaluable, as will those undertaking post-graduate study in HR and related disciplines.

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