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As competitors strive to win the war for talent, effective human resource management is necessary to gain true competitive advantage in the marketplace. Three challenges companies face are sustainability, technology, and globalization.

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a company's ability to gain and maintain market share in an industry. human resource management. policies, practices, and systems that influence employees' behavior, attitudes, and performance. shared service model.

Chapter 1: Human Resource Management - Gaining a ...

1 Human Resource Management: Gaining a Competitive Advantage. PART 1 The Human Resource Environment. 2 Strategic Human Resource Management. 3 The Legal Environment: Equal Employment Opportunity and Safety. 4 The Analysis and Design of Work. PART 2 Acquisition and Preparation of Human Resources.

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Strategic Human Resource Management
Chapter 3: The Legal Environment: Equal Employment Opportunity and Safety
Chapter 4: The Analysis and Design of Work
PART TWO: Acquisition and Preparation of Human Resources

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B. Strategic human resource management is the pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals. C. Components of the Strategic Management Process—There are two distinct phases of this process (Figure 2.2 in the text).

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resources propel it toward its goals, just as an engine

Human Resource Management and Competitive Advantage 1

To have an effective job description, the human resource management of a company should conduct an effective job analysis, which is the systematic process of collecting information that identifies similarities and differences in the work (Book).

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