



Strategic human resources : frameworks for general managers /

Baron, James N.

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Monografía

"Human resources are increasingly recognized as an important - perhaps the most important - strategic weapon in the organization's arsenal. Yet general managers and students of general management have lacked a compelling general framework for thinking about managing human resources strategically. Baron and Kreps provide such a framework."--Jacket

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Contenido: The five factors -- Consistent HR practices: the whole can be more than the sum of the parts -- Employment and economics -- Employment as a social relation -- Voice: unions and other forms of employee representation -- Employment, society, and the law -- Internal labor markets -- High-commitment HRM -- Performance evaluation -- Pay for performance -- Compensation systems: forms, bases, and distribution of rewards -- Job design -- Staffing and recruitment -- Training -- Promotion and career concerns -- Downsizing -- Outsourcing -- HRM in emerging companies -- Organizing HR -- Appendix A: Transaction cost economics -- Appendix B: Reciprocity and reputation in repeated interactions -- Appendix C: Agency theory -- Appendix D. Adverse selection and market signaling

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Materia: Personnel management Personnel Management Personnel- Direction Personnel management Humanvermögen Personalentwicklung Strategisches Management Personeelsmanagement human resources management corporate planning management strategy work attitude motivation trade union role internal labour

market performance appraisal performance related pay wage payment system job design personnel recruitment in service training on the job training promotion career development redundancy Contratación externa statistical table Administração de recursos humanos Personnel management Personnel- Direction Ressources humaines gestion des ressources humaines planification d'entreprise stratégie de gestion attitude à l'égard du travail motivation rôle du syndicat marché interne du travail appréciation des performances rémunération au rendement système de rémunération conception de postes personnel recrutement formation en cours d'emploi formation sur le tas promotion organisation de carrière licenciement collectif externalisation des activités tableau statistique administración de recursos humanos planificación corporativa estrategia de gestión actitud hacia el trabajo Motivación papel del sindicato mercado interno de trabajo apreciación de la actuación remuneración según rendimiento sistema de remuneración formulación de tareas personal contratación formación en servicio formación en el lugar de trabajo ascenso desarrollo de la carrera Despido colectivo tercerización cuadros estadísticos

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