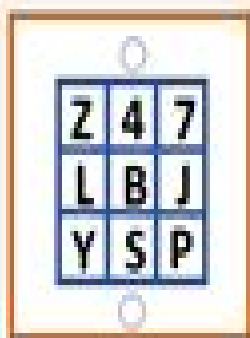
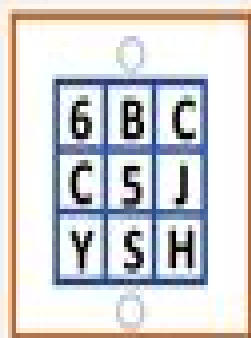


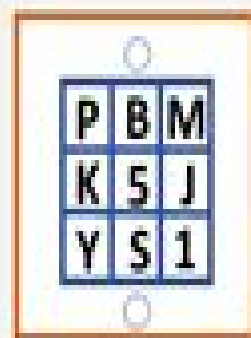
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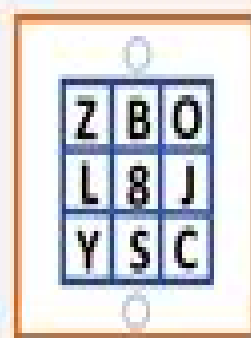
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d)



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Human Resource Management Jean M. Phillips,2025-01-07 Human Resource Management An Applied Approach is designed to prepare future managers and non managers alike to effectively utilize human resource management strategies to advance their own careers while supporting the growth and development of those they manage The Brave New World of eHRM 2.0 James H. Dulebohn,Dianna L. Stone,2018-02-01 Information technology has had a profound effect on almost every aspect of our lives including the way we purchase products communicate with others receive health care services and deliver education and training It has also had a major impact on human resource management HR processes and it has transformed the way that we recruit select motivate and retain employees Gueutal Kavanagh Thite Johnson 2015 For example some estimates indicated that 100 % of large organizations now use web based recruiting Sierra Cedar 2016 2017 and over half of the training conducted in America is delivered using technology based methods American Society for Training and Development 2015 Results of a survey by the Society for Human Resource Management SHRM 2002 revealed that technology is one of the major drivers of change in today s HR departments In spite of the increased use of technology in the field of HR relatively little research has examined the acceptance and effectiveness of electronic human resource management eHRM methods As a consequence practitioners are implementing these new systems without the benefit of research Thus the primary purpose of this issue is to review the results of research on a number of important eHRM practices including e recruitment e selection gamification e socialization e learning and e performance management It also considers how technology can be used to manage task based contingent workers and examines the problems associated with cyberdeviance in organizations The chapters in this series should be extremely beneficial for HR researchers and practitioners who are employing these new systems Aon Consulting's Forum ,2001 *Work Psychology in Action* Anna Sutton,2020-11-25 The new edition of this popular accessible and skills oriented textbook introduces key psychological concepts and demonstrates how they come into play in the real world of work while building strong awareness of how

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Kristina Potočnik, Neil Anderson, Marise Ph. Born, Martin Kleinmann, Ioannis Nikolaou, 2024-10-04 This book brings together top recruitment and selection scholars to discuss recent challenges in employee recruitment and selection underpinned by research evidence from different European countries Broadly speaking recruitment and selection are concerned with attracting qualified candidates to apply for available jobs and selecting the best ones from the pool of available candidates As such they are critical to any business Numerous toolkits and best practice guides exist to help recruiters navigate different stages of recruitment and selection However traditional recruitment and selection practices should be adjusted to respond to diverse challenges in the current and future world of work related with increased volatility uncertainty complexity and ambiguity Specific examples of these challenges are related with the accelerated use of technology and artificial intelligence as well as more flexible work practices such as hybrid and platform based work The chapters in this volume cover the use of technology and gamification applicant discrimination and stigmatization and applicant reactions to technology mediated selection methods among others This book is the ideal text for students scholars and researchers of HRM Business and Management and Organizational Psychology It will also interest practitioners and professionals in the field The chapters in this book were originally published as a special issue of European Journal of Work and Organizational Psychology

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