

Human Resource Management Gaining A Competitive Advantage

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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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Professionals new to the field also can gain experience by working as specialists in compensation, job analysis, or benefits. After gaining a few years of experience, they may take exams to become certified through the Society for Human Resource Management or the International Foundation of Employee Benefit Plans. 3. Essential Skills for the Role

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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.

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Understand how a firm's human resource management practices can help it gain a competitive advantage. Understand why competitive advantage gained from human resource management practices is likely to be sustained over time. Undoubtedly, any organization's success depends on how it manages its resources. A firm's resources propel it toward its goals, just as an engine

Human Resource Management and Competitive Advantage 1

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