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human resource management: human(s) – people with their experience, skills, knowledge and personal qualities. human resource – the people, and the policies and practices that affect them in the workplace. human resource management – the management of the people and the staff policies

Understanding Human Resource Management

and karen legge for their comments and support. finally i would like to thank john skelton and the open university press staff for their help. any errors or omissions remain my own. ... inconveniences, human resource management can be made to work. hrm thus becomes at once a set of practices for realizing

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strategic human resource management is the process of linking the human resource function with the strategic objectives of the organization in order to improve performance. 'if a global company is to function successfully, strategies at different levels need to inter-relate. ...

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human resources management policies and practices scale (hrmpps): exploratory and confirmatory factor analysis ... the objective of this study is to develop and validate a human resource management policies and practices scale, called hrmpps. ... human resources management policies and practices scale 399 bar, rio de janeiro, v. 9, n. 4, art. 2 ...

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the term 'human resource management' is the latest to emerge, and today, seems to be used extensively by academicians and practitioners. ... 1992, legge, 1995, torrington and hall, 1996). several expressions have been used to deliver this message. to some writers hrm is 'traditional personnel administration dressed up' (sisson 1994 ...

