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resource management (HRM) 20 3.2 Equal  
opportunities in human resource activities 52 4.1  
Human resource planning barometer 68 4.2 Human  
resource planning matrix 69 5.1 A sample of job  
description form 76 5.2 A sample of person  
specification form 77

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Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices

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often-conflicting conceptual models and competing empirical results. The authors present much of the relevant research in the context of the critical strategic decisions that executives must actually make with regard to human resource investments and deployments. As a result, often complex theoretical models and scientific findings are presented such that they are not only understandable but also highly relevant to non-research-oriented practitioners.

The purpose of this book is to contribute to the understanding of the debate surrounding strategic human resource management (SHRM) and organisational performance. The relationship between

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SHRM and organisational performance has been a heavily deliberated issue over the last decade. A survey of literature on SHRM and its impacts in terms of performance reveals that empirical results on this topic are, as yet, inconclusive. Whilst some studies have found the impact to be positive, the results from several other studies cast doubts concerning the overall efficacy of (positive) HR practices on firms' performance. This book critically discusses the theoretical and empirical aspects of the relationship between strategic HRM and organisational performance. Ostensibly, when compared to earlier forms of people management, the essence of HRM was a closer alignment of the procedures and

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processes concerned with work and employment relationships to overall organisational objectives. Much of the HRM literature holds that specific HRM practices are likely to serve as a major source of competitive advantage. This belief has led to research into the link between HRM and performance. However, somewhat less clear is what specific HR practices are most likely to enhance performance, and, indeed, how performance may best be measured. This book, accordingly, seeks to explore which HR practices are most closely associated with better organisational performance according to subjective and objective measures. It also seeks to shed new light on the relationship between subjective

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and objective measures of organisational performance, and the relative reliability of the former in assessing the effectiveness of specific HR practices. The book also explores other important HR issues such as the role of the HR director, strategic HR involvement, and HR devolvment. Moreover, it has been argued that it is an interrelated system of HR practices or HR complementarities that enhance performance, with one practice encountered on its own not having the same result as when encountered in combination with others. This particular issue is also discussed in depth in this book.

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