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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.

Chapter 1: Human Resource Management - Gaining a ...

1 Human Resource Management: Gaining a Competitive Advantage. PART 1 The Human Resource Environment. 2 Strategic Human Resource Management. 3 The Legal Environment: Equal Employment Opportunity and Safety. 4 The Analysis and Design of Work. PART 2 Acquisition and Preparation of Human Resources.

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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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Noe conducts research and teaches students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, performance management, and organizational behavior. He has published more than 70 articles and invited chapters and has authored, coauthored, or edited seven books ...

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Human Resource Management and Competitive Advantage 1

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