



Strategic human resources : frameworks for general managers /

Baron, James N.

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Monografía

"Human resources are increasingly recognized as an important - perhaps the most important - strategic weapon in the organization's arsenal. Yet general managers and students of general management have lacked a compelling general framework for thinking about managing human resources strategically. Baron and Kreps provide such a framework."--Jacket

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Contenido: The five factors -- Consistent HR practices: the whole can be more than the sum of the parts -- Employment and economics -- Employment as a social relation -- Voice: unions and other forms of employee representation -- Employment, society, and the law -- Internal labor markets -- High-commitment HRM -- Performance evaluation -- Pay for performance -- Compensation systems: forms, bases, and distribution of rewards -- Job design -- Staffing and recruitment -- Training -- Promotion and career concerns -- Downsizing -- Outsourcing -- HRM in emerging companies -- Organizing HR -- Appendix A: Transaction cost economics -- Appendix B: Reciprocity and reputation in repeated interactions -- Appendix C: Agency theory -- Appendix D. Adverse selection and market signaling

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