

1. Record Nr.	UNINA9910367250103321
Autore	Trost Armin
Titolo	Human Resources Strategies : Balancing Stability and Agility in Times of Digitization // by Armin Trost
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2020
ISBN	3-030-30592-9
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (379 pages) : illustrations
Collana	Future of Business and Finance, , 2662-2467
Disciplina	658.3
Soggetti	Personnel management Leadership Information technology Business—Data processing Human Resource Management Business Strategy/Leadership IT in Business
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	HR in the Context of Digitization -- Agility and Stability -- Building an HR Strategy -- The Structural and Cultural Context -- Talent Acquisition and Selection -- Goals, Assessment and Feedback -- Learning and Knowledge -- Development and Career -- Remuneration -- Engagement and Retention -- HR Operation -- Managing Change and Transformation -- Transformation into an Agile Future.
Sommario/riassunto	The digitalization of businesses calls for new forms of leadership and collaboration, as traditional human resources strategies are reaching their limits. Personal responsibility, networking and diversity are increasingly recognized as key prerequisites for agility, adaptability and innovativeness. This book encourages HR managers who want to be pioneers of, or support, digital transformation to rethink their HR strategies. It begins with a clear illustration of the difference between stability and agility in leadership and organization. Building on this, it then guides the reader through a broad range of relevant HR topics and how they compare to the new strategic orientation. All major aspects of

HR management are addressed, including recruitment, learning, talent management, remuneration, performance management, corporate training, executive development and change management. Providing a comprehensive, practical, differentiated and non-dogmatic alternative to traditional approaches, the book is a must-read for all those who are concerned with sustainable HR management in the era of digitalization.
