

1. Record Nr.	UNINA9910458708403321
Titolo	Best human resource management practices in Latin America [[electronic resource] /] / guest editors: Annabella Davila and Marta M. Elvira
Pubbl/distr/stampa	Bradford, England, : Emerald Group Publishing, c2007
ISBN	1-281-07889-1 9786611078898 1-84663-587-X
Descrizione fisica	1 online resource (119 p.)
Collana	International Journal of Manpower ; ; 28, no. 5
Altri autori (Persone)	DavilaAnnabella ElviraMarta M
Disciplina	658.0096
Soggetti	Personnel management - Latin America Labor economics - Latin America Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di contenuto	Cover; CONTENTS; EDITORIAL ADVISORY BOARD; Introduction; The effect of enforcement on human resources practices; Latent premises of labor contracts: paternalism and productivity; Managing people in radical changes (M&As); Psychological contracts and performance management in Mexico; Risk, safety and culture in Brazil and Argentina: the case of TransInc Corporation; e-HRM in Mexico: adapting innovations for global competitiveness; Aracruz Celulose: best practices icon but still at risk
Sommario/riassunto	Research in this special issue provides empirical evidence that theory and practice addressing HR practices should ponder the profound humanism underlying Latin American social contracts. This person-centered view of HR management faces increasing pressure from the performance-centered view predominant in global companies as reflected in imported practices. The articles that follow present novel, in-depth case studies of how successful Latin American companies address these apparent paradoxes in their HR practices.

