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Items of HRM Implementation by Line Managers Post-Hoc Multivariate Analysis; 7. Practicing Social Innovation: Enactment of the Employee-Organization Relationship by Employees; Introduction; Employee-Organization Relationships: A Multilevel Conceptualization; A Practice Perspective on Employee-Organization Relationships; Enactment of the Employee-Organization Relationship; Discussion and Conclusion; References; 8. Global Talent Management in MNCs in the Digital Age: Conceptualizing the GTM-ICT Relationship; Introduction; Global Talent Management: A Review of the Literature; ICT for HRM and GTM E-GTM: Global Talent Management in the Digital Age Limitations to the Study; Future Research; References; 9. HRM, Technology and Innovation: New HRM Competences for Old Business Challenges?; Introduction; HRM Competences: A Historical Overview and Research Framework; Individual Job Performance of HR Professionals; Research Methods; Findings; Discussion; Conclusions; References

Sommario/riassunto

This volume views innovation of HRM in two ways: At one end, HR practices and policies should be designed to support innovative organizational members and climates, new ideas, and larger capacities. At the other end, the HRM function evolves by applying new structures to the practices, and by involving new agents in the management process.
