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| Nota di contenuto       | Front Cover; Human Resource Management, Social Innovation and Technology; Copyright Page; Contents; List of Contributors; Unlocking Social Innovation with HRM and Technology; References; Part I: Contribution of HRM to Innovation Performance; 1. The Mediating Role of Trust and Social Cohesion in the Effects of New Ways of Working: A Dutch Case Study; Introduction; Theories on New Ways of Working; Method; Results; Discussion; Limitations; Conclusion; References; 2. Social Innovation through Information Provision; Introduction; Information Systems and Employee Decision-Making<br>Do IS Support Empowerment in Control? Two Technology Examples<br>IS/IT Enhancing Employee Information Provision; Conclusion and Discussion; References; 3. Principles to Guide Employees to Next Level Innovation Cycles: How Organisations Can Develop New Sustainable Busi...; The Role of Employees in Innovation; Methodology; Innovation for Sustainable Business; Principles for the Role of Employees in Next Level Innovation Cycles; Case Example: Innovation in a High-Tech Sector; Discussion: Confronting Theory with the Case Example; Conclusions and Recommendations; References<br>4. Employability and Social Innovation: The Importance of and Interplay between Transformational Leadership and Pers...Introduction; Theory; Methods; Results; Discussion; References; 5. Firm-Level Creative Capital and the Role of External Labour; Introduction; Theoretical |

Background; Methodology; Research Findings; Discussion; Conclusions; References; Part II: Innovative HRM Function; 6. Innovating HRM Implementation: The Influence of Organisational Contingencies on the HRM Role of Line Managers; Introduction; Methodology; Results; Discussion; Conclusion; References; Appendix  
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

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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.

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