

1. Record Nr.	UNINA9910770272103321
Autore	Manuti Amelia
Titolo	Digital HR : a critical management approach to the digitalization of organizations in the new normal // Amelia Manuti, Pasquale Davide de Palma
Pubbl/distr/stampa	Cham : , : Palgrave Macmillan, , 2023 ©2023
ISBN	3-031-43563-X
Edizione	[2nd ed.]
Descrizione fisica	1 online resource (xix, 132 pages)
Altri autori (Persone)	de PalmaPasquale Davide
Soggetti	Personnel management - Technological innovations
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Intro -- Preface to the Second Edition -- Acknowledgments -- Contents -- About the Authors -- List of Figures -- 1: Introduction: Digital HR-Embracing the Future of Work -- 2: The People-Based Approach in Human Resource Management and the Challenges of the New Normal Scenario -- 1 Introduction -- 2 Turning Organizations Inside Out: The Theoretical Origins of a People-Based Approach -- 3 Positive Effects of a People-Based Approach on Organizational Performance -- 4 Current Challenges to a People-Based Approach in the New Normal -- 5 Conclusion -- References -- 3: The Cognitive Technology Revolution: A New Identity for Workers -- 1 Introduction: A New Context of Work -- 2 A New Workforce -- 3 A New Meaning of Work -- 4 A New Career Identity -- 5 Conclusion -- References -- 4: The Cognitive Technology Revolution: A New Role of HR Practices? -- 1 Introduction -- 2 Digital Processing and the Use of People Analytics and Big Data in HRM -- 3 Intelligent Automation: Challenges and Opportunities of Robotics for HRM -- 4 Organizational Network Analysis: When Cognitive Technology Helps HR to See "Beyond the Chart" -- 5 Conclusion -- References -- 5: Digital Enablers as Strategic Allies of HRM Practices in the Cognitive Technology Era -- 1 Introduction -- 2 Enterprise Social Media: Social Collaboration at Work -- 3 Social Collaboration Platforms: How the Workplace Turns Digital -- 4 Challenges and Opportunities of the Digitalization of HRM

-- 5 People Analytics, HR Analytics, or Cognitive People Analytics?
From Theory to Practice -- 6 Conclusion -- References -- 6: How
to Develop Digital HRM Practices in the Cognitive Technology Era:
Evidence from a Case Study -- 1 Introduction -- 2 Social
Collaboration as a People-Based HRM Practice: From Theory to a Case
Study -- 3 Inside Social Collaboration: The PPP3.0 Platform.
4 Concluding Remarks: The Transformation of HRM from an Analogical
to a Social Process -- References -- 7: Conclusion -- References -- 8:
Some Final Thoughts and What Lies Ahead -- 1 Premise -- 2 HR
and the Workforce Deserve Explainable AI -- 3 A Conscientious
and Mindful Approach -- 4 Evidence-Based and Ethical HR Analytics --
5 Cultivating an Ethical Mindset and Establishing an Ethical Ecosystem
-- 6 Conclusion -- References -- Index.
