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Altri autori (Persone)	DavilaAnnabella ElviraMarta M
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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.