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	Nota di contenuto	The mediating role of trust and social cohesion on the effects of new ways of working : a Dutch case-study / Jan De Leede, Jorien Kraijenbrink -- Social innovation through information provision / Diana Limburg -- Principles to guide employees to next level innovation cycles : how organisations can develop new sustainable business? / André Nijhof, Victor Paashuis -- Employability and social innovation : the importance of and interplay between transformational leadership and personality / Claudia M. Van der Heijde, Beatrice I.J.M. Van der Heijden -- Firm-level creative capital and the role of external labour / André Veenendaal, Marina Kearney -- Innovating HRM implementation : the influence of organisational contingencies on the HRM role of line managers / Anna Bos-Nehles, Maarten van Riemsdijk -- Practicing social innovation : enactment of the employee-organization relationship by employees / Jeroen Meijerink -- Global talent

management in MNCs in the digital age : conceptualizing the GTM-ICT relationship / Huub J.M. Ruël, Christina Lake -- HRM, technology and innovation : new HRM competences for old business challenges? / Tanya Bondarouk, Eline Marsman, Marc Rekers.

| Sommario/riassunto | This volume places social innovation between human resource management (HRM) and technology. There is a growing acceptance of the theory that HRM is strategically important for social innovation within organizations. To meet the requirements of globalization, diversity, "war for talent", and fast technological developments, HRM should allow a greater amount of flexibility and innovation in their policies and practices. In order for this to happen, however, HRM needs to be modernised by replacing inefficient and unsustainable HR practices and forms with flexible, sound, and pioneering ones, crossing inter- and intra-organizational boundaries. Built within the Social Innovation research tradition, this volume views innovation of HRM from two ends of one continuum: At one end, HR practices and policies should be designed to support innovative organizational members, the creation of new ideas, an innovative organizational climate, and enlargement of the innovation capacity of organizations. At the other end, the HRM function evolves through applying new structures and new channels for delivery of the HR practices, and through involving new agents in the management of Human Resources. |