Record Nr. UNINA9910819737803321 HRM in the digital age // guest editors, Dr. Emma Parry and Professor **Titolo** Stefan Strohmeier Pubbl/distr/stampa [Bradford, England]:,: Emerald,, 2014 ©2014 **ISBN** 1-78350-868-X Descrizione fisica 1 online resource (144 p.) Collana Employee Relations: The International Journal, , 0142-5455;; Volume 36, Number 4 658.300285 Disciplina Soggetti Personnel management - Data processing Personnel management - Decision making Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Description based upon print version of record. Note generali Nota di bibliografia Includes bibliographical references. Nota di contenuto Cover; Editorial boards; Guest editorial; On the heterogeneity of Generation Y job preferences; Configurations of e-HRM - an empirical exploration; Institutional determinants of e-HRM diffusion success; The unexpected side of relational e-HRM; Tipping the scales: ambidexterity practices on e-HRM projects; The transformation of people, processes, and IT in e-recruiting; Institutional context and e-recruitment practices of Danish organizations Sommario/riassunto The world has undergone far reaching cultural, societal and economical changes based on the increasing dominance of digital technologies. In sum, these changes have led to the current period being characterized as the "digital age". In line with these changes, digital technologies play an increasingly prominent role in both the lives of employees and Human Resource Management (HRM), which seems to be affected in multiple ways. This special issue focuses on the impact of these changes on HRM, in relation to changes to the workforce, to HRM in

general and more specifically to the use of technolo