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Nota di contenuto	Introduction. HRM in the industry 4.0 era: are workers still in the center? / Rita Bissola and Barbara Imperatori -- Chapter 1. Smart industry or smart bubbles? A critical analysis of its perceived value / Milou Habraken and Tanya Bondarouk -- Chapter 2. An analysis of the contribution of e-HRM to sustaining business performance / Esther. E. Njoku, Huub. J. M. Ruel, Hefin Rowlands, Linda Evans, and Michael Murdoch -- Chapter 3. HR devolution in the digital era: What should we expect? / Daniela C. Isari, Rita Bissola, and Barbara Imperatori -- Chapter 4. Lost in Holacracy? The possible role of e-HRM in dealing with the deconstruction of hierarchy / Aurelio Ravarini and Marcello Martinez -- Chapter 5. Use of relational e-HRM tools in gig worker platforms / Sandra Fisher and Elizabeth A. Cassady -- Chapter 6. The human-technology interface in talent management and the implications for HRM / Sharna Wiblen and Janet H. Marler -- Chapter 7. Blockchains 2019 in e-HRM: hit or hype? / Miguel R. Olivas-Lujan -- Chapter 8.

Building synergies with HR analytics capabilities / John Werkhoven -- Chapter 9. HR analytics in the digital workplace: exploring the relationship between attitudes and tracked work behaviors / Tommaso Fabbri, Anna Chiara Scapolan, Fabiola Bertolotti, and Claudia Canali -- Chapter 10. Themes and trends in Smart Working research. A systematic analysis of academic contributions / Teresina Torre and Daria Sarti -- Chapter 11. Social media in hrm: a humanistic management perspective / Claudia Dossena, Lorenzo Mizzau, and Francesca Mochi -- Chapter 12. Exploration of social media capabilities for recruitment in smes: a multiple case study / Francois L'Ecuyer and Claudia Pelletier.

Sommario/riassunto

This volume of Advanced Series in Management offers cutting-edge research from Human Resource Management professionals and academics, which engages with the potential opportunities and challenges of digitization in the workplace. Contributors introduce fresh evidence and innovative ideas on the changing work environment, to help business leaders' shift to the digital mind-set. The book suggests new ways of managing, organizing, and leading a positive social change towards a human-centered organization. For example, a collaboration between HRM and IT, adoption of design thinking, using integrated analytics, and developing new competences. The book explores this new world for HRM, developing critical insights about three main issues: HRM's new role in the 4.0 era New job and organization design for the smart economy New HRM tools and practices for digital organizations. HRM 4.0 For Human-Centered Organizations provides both researchers and professionals working in Human Resources Management, Organization Design and Organizational Behaviour with practical guidelines to turn the challenging scenario of Industry 4.0 into a successful transformation for the HRM domain.
