

Human Resource Research Paper Topics

This book examines a new topic in Human Resource Management (HRM), green - or environmental - HRM, analysing the role humans play in environmental management at work and environmental behaviours at workplaces around the world. The book begins with a focus on negative workplace green behaviours (e.g. toxic chemical leaks, air pollution, contaminated waste etc.), and what such environmental problems mean for workers, managers and society as a whole. This book outlines relevant, underpinning academic theory and research literature on how HRM is 'going green', and details real-life organisational examples derived from original and secondary empirical research to illuminate the implications of adopting Green HRM practices for relevant stakeholders. In doing so, the book offers a new, academic contribution to both the HRM and environmental management literatures. Volume 32 of Research in Personnel and

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Human Resources Management (RPHRM) contains seven papers on important issues in the field of human resources management. The subject matter in this volume covers myriad areas: compensation, performance evaluation, reputation, employee furloughs, and research methodology.

Presents the papers that promote theory and research on important substantive and methodological topics in the field of human resources management. This title collects papers on important issues in the field of human resources management, including insights on employment branding, family owned firms, virtual global teams and intrinsic motivation.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's

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next for HRM and what are the keys to the future of managing people and performance?

Organizational Outcomes and Challenges Evidence-Based Human Resource Management (First Edition)

Human Resource Management at Work Years for Decision

Transforming Organizations, Societies and Environment

The Oxford Handbook of Human Resource Management

Get real-world solutions and evidence-based guidelines for HR project management challenges Tackling major human resources management projects can be daunting, but now you can learn from the lessons of HR professionals who have encountered roadblocks or challenges in similar contexts. Advancing Human Resource Project Management is an in-depth, thoughtful resource that highlights the knowledge and experience of those who have undertaken large HR projects. This guide illustrates what worked and what didn't, with a focus on evidence and real-world cases to illuminate effective strategies and solutions. Each chapter presents empirical findings complemented by professional judgment and wisdom from human resource

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management professionals well-versed in global business environments. Advancing Human Resource Project Management recognizes the importance of context, addresses the practical and professional implications of managing HR management projects in different industry sectors, and provides comprehensive coverage on implementing global development programs and project initiation and planning. Ideal for global Industrial and Organizational Psychology faculty and practitioners, graduate students, and, especially, HR professionals, this resource uncovers the best evidence-based practices available today for effective HR project management strategies. The book includes: An emphasis on the implications and challenges of providing solutions for HR business problems on a global scale Real-world cases and firsthand professional experiences with summaries of knowledge gained from research and practice Advice on tackling challenges inherent in various stages of a project Expertise and counsel from HR professionals familiar with large projects and from those who study and work in the field of project management Let this comprehensive resource guide your approach to initiating and managing large HR projects. With solid, empirical

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evidence and relatable case studies, *Advancing Human Resource Project Management* is the ideal professional companion for those looking to strengthen their project techniques, project leadership, and management skills. From the mid-1980s to the turn of the 1990s the international HRfield was considered to be in its infancy. There continues to be both an evolution of territory covered by the field - a series of successively evolving cultural, geographical and institutional challenges faced by the multinational corporation (MNC) - as well as more critical questioning whether this has created an expanded or a fragmented field. This book brings together the latest research on important "issues-driven" concerns that the field of IHRM now has to face, absorb, interpret then reanalyse through international lenses. This volume gives attention to those aspects of MNC behaviour - choices about location, how they organize local subsidiaries, choices made about technology, capital and labour, and choices made about investments and strategies - that are subject to institutional influences. It also gives voice to a number of contemporary issues - reverse knowledge

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flows, skill supply strategies, employer branding, e-enablement, outsourcing, global networks - that now need to be accommodated within the field. Broadens the IHRM field to cover comparative and institutional perspectives Provides a multi-level analysis of globalization phenomena at the individual, organization, and macro level Focuses on the current problems and issues driving the attention of IHRM Directors

*This new 3rd edition of the best-selling text **People Management & Development: Human Resource Management at Work** is the complete text for anyone studying Human Resource Management. Combining the latest academic research with practical approaches to managing HR in the workplace, the text is thoroughly revised with increased signposting to enhance accessibility, a revised structure designed to be more flexible for use on CIPD and non-CIPD courses, as well as the addition of more international cases. Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level. A 'route map' at the front of the book will indicate how the text can be used on both CIPD and non-CIPD courses to assist*

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lecture preparation. TARGETED AT - Students studying CIPD Professional Qualifications and undergraduate and post graduate students taking HRM modules on business and HRM courses

Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of HRIS justification strategies, HR technology, big data, and artificial intelligence. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market. Included with this title: The password-protected Instructor Resource Site (formally known as SAGE Edge) offers access to all text-specific resources, including a test bank

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and editable, chapter-specific PowerPoint® slides. Learn more.

The Encyclopedia of Human Resource Management, Volume 1

People Management and Development

Human Resource Management in Russia

A Longitudinal Study of the Educational and Labor Market Experience of Young Women
Strategic Compensation

Human Resource Information Systems

Investigating Human Resource Management

issues in Russia, this volume looks at the current state of Human Resource practice within Russian enterprises; its various problems and possible solutions. Following a detailed introduction into the current economic developments taking place in Russia, the book examines the new role of the HR department in Russian enterprises, and the influence of national politics on HR practice. The book also discusses key HRM issues such as recruitment and selection, training and development, payment and compensation, before surveying the various HR problems encountered by multinational companies working in Russia. HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in

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*organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.*

The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic. Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management (HRM) and addresses the myriad challenges faced by today's human resource professionals. Volume 1 puts the focus on the definition of terms and practices that are most relevant to today's human resource management (HRM) professionals. The contributors bring an up-to-date perspective of HRM definitions and practices and for ease of access, the terms are presented in alphabetical order. Each contributor includes the most recent research on a particular topic and summarizes a new and progressive definition of these important terms. The book begins with an enlightening discussion of the evolving practice of talent

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management and contains the following topics: Affirmative Action, Assessment, Business Ethics, Campus Recruitment, Career Development, Compensation, Drug Tests, Employee Relations, Flexible Benefits, Glass Ceiling, HR Metrics and Analytics, Mergers and Acquisitions, National Labor Relations Act, Quality Circles, Recruitment and Selection, Self-Directed Work Teams, Social Responsibility, Strategic Human Resource Management, Training Needs Analysis, Work Family Balance, and more. The Encyclopedia of Human Resource Management gives human resource professionals the knowledge, information, and tools needed to implement the best practices in the field.

This is an ideal foundation text for anyone studying or working in the International Human Resource Management (IHRM) arena. This text utilizes and incorporates most of what is currently known, researched or experienced in the field. It features data and examples from academic research, international businesses and consulting firms, as well as experiences of and interviews with HRM managers in multinational and global firms. This book offers both a theoretical and practical treatment of this important and constantly evolving area. Thoroughly updated and revised, this second edition now includes key terms, learning objectives, discussion questions and an end-of-book integrative case. It has been designed to lead readers through all of the key

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*topics in a highly engaging and approachable way. This book focuses on IHRM within multinational enterprises (MNEs) and covers topics including: * MNE and country culture * organizational structure, strategy and design * international joint ventures and cross-border mergers and acquisitions * labour standards, ethics and codes of conduct * selection and management of international assignees * training and management development * compensation and benefits * health and safety and crisis management * IHRM departments and professionals Uncovering precisely why IHRM is important for success in international business and how IHRM policies and practices function within the multinational enterprise, this outstanding textbook provides an essential foundation for an understanding of the theory and practice of IHRM. This book is essential reading for all students, lecturers and IHRM professionals.*

Manpower R & D Monograph

*International Human Resource Management
Management Extra: Recruitment and selection
Human Resource Management Theory and
Research on New Employment Relationships
Research in Personnel and Human Resources
Management*

Human Resource Management in the Project-Oriented Organization

This book provides a multi-stakeholder perspective on sustainable HRM for the policymakers, managers and

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academics, addressing issues, approaches, research studies/frameworks and emerging patterns relating to the subject. It discusses various aspects of sustainability, such as making HR more responsible for ensuring sustainability focusing on the triple bottom line, characteristics of sustainable HRM, psychological contracts, emotional intelligence, and psychological capital. The book also explores organizational citizenship behavior, employment relations, employee engagement, sustainable leadership, disruptive HR practices, sustaining employee motivation, educational sustainability, sustainable career management, sustainable environment, employer and employee branding, sustainable organizations, organization culture, training for sustainability, sustainable employee performance, business sustainability and sustainable employability. It provides an update on the concept, processes, issues and emerging paradigms from multidimensional and cross-country perspectives to showcase sustainable HR practices, and appeals to the academics, practitioners and policymakers in the area of HRM.

Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers, diversity initiatives, and global health and economic crises. There is a necessity for human resource departments to change as well to adapt to new societal perspectives, technology, and business practices. It is important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations. The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human

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resource departments. This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted. Covering topics such as machine learning, organizational culture, and social entrepreneurship, this book is an excellent resource for human resource employees, managers, CEOs, employees, business students and professors, researchers, and academicians.

Written for both HRM majors and non-majors, Human Resource Management: Functions, Applications, and Skill Development equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook; expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity; and features 17 new case studies on a range of organizations, including Starbucks and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Contact your SAGE representative to request a demo. Digital Option / Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning experience that offers auto-graded assignments and interactive multimedia tools, all carefully designed to ignite student engagement and drive critical thinking. Built with you and your students in mind, it offers simple course set-up and

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enables students to better prepare for class. Assignable Video with Assessment Assignable video (available with SAGE Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video on social media and hiring. Assignable Self-Assessments Assignable self-assessments (available with SAGE Vantage) allow students to engage with the material in a more meaningful way that supports learning. LMS Cartridge Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

Martina Huemann's research in Human Resource Management in the Project-Oriented Organization, offers insight into an approach that is designed to align HR to the needs of the project organization, in terms of management structure, reward, recruitment and performance systems. The text analyses how the modern HR organization stacks up alongside the temporary organization that is the project, to identify the HR constraints and needs of the project organisation and offer a model of project-oriented HRM. Professor Huemann has a deep interest in how and why change processes come into existence and how to design and enable them. In her book she endeavors to bridge theory and practice, strategy and operations.

Human Resource Strategy

Contemporary Developments in Green Human Resource Management Research

Functions, Applications, and Skill Development

Human Resource Management in Europe

Manpower Research Monograph

The Pre-retirement Years

The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives. An indispensable resource for advanced students and researchers in the field, the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The interdisciplinary and wide-ranging potential of the practising field is reflected through contributions from a diverse range of disciplines, including psychology, politics and sociology

Research in Personnel and Human Resources Management
Emerald Group Publishing

What is human resource strategy? How are human resources strategies formulated and how can we explain the variance between what is espoused and what is actually implemented? What impact - if any - does

human resource strategy have on the organization's "bottom line," and how can this impact be explained? Is there one best HR strategy for all firms, or is the impact of HR strategy on performance contingent on some set of organizational, technological or environmental factors? Human Resource Strategy, 2nd edition, provides an overview of the academic and practitioner responses to these and other questions. Applying an integrative framework, the authors review 30 years' worth of empirical and theoretical research in an attempt to reconcile often-conflicting conceptual models and competing empirical results. Complex theoretical models and scientific findings are presented in an accessible and relevant way, in the context of the strategic decisions that executives are forced to make on a regular basis. This new edition features an updated literature review, coverage of the latest challenges to HR strategy, new mini-cases, discussion questions, additional examples, and an emphasis on the strategic implications of the research, making it an ideal resource for students and practitioners alike.

Human resources is rapidly evolving into a data-rich field but with big data comes big decisions. The best companies understand how to use data to make strategic workforce

decisions and gain significant competitive advantage. Human Resource Management: People, Data, and Analytics by Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo introduces students to the fundamentals of talent management with integrated coverage of data analytics and how they can be used to inform and support decisions about people in an organization. Features tied to SHRM competencies and data exercises give readers hands-on opportunities to practice the analytical and decision-making skills they need to excel in today's job market. Engaging examples illustrate key HRM concepts and theories, which brings many traditional HRM topics concepts to life. Whether your students are future managers or future HR professionals, they will learn best practices for managing talent across the lifecycle in the changing workplace.

***Towards Sustainability in Action?
A Longitudinal Study of Labor Market
Experience of Women
Human Resource Management
Theory and Practice***

***A Longitudinal Study of the Labor Market
Experience of the Cohort of Men 45-59 Years
of Age***

Each number is the catalogue of a specific school or

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college of the University.

The book is a fine blend of concepts, theories, tools, techniques and contemporary practices in HRM.

Supported by the authors' rich experience of over five decades in academics as well as in the corporate sector, the book covers all the essential topics of HRM starting from the fundamental concepts and issues related to acquiring of human resource to training, development, compensation and reward, employee relations, international HRM, technological changes, working environment, HR records, audit and research and more.

In addition to serving the purpose of a textbook for students of Management courses, the book will also help professionals, corporate trainers and researchers. Key Features: Throws light on the recent developments in the field of Human resource management and suggests management strategies for the issues concerned.

Embellished with rich pedagogical features and relevant case studies to enhance conceptual understanding.

Additional chapters are available on technological changes, HR records, audit and research on the companion website.

Features papers designed to promote theory and research on important substantive and methodological topics in the field of human resources management.

"The purpose of this book is to provide knowledge of the art of compensation practice and its role in promoting companies' competitive advantage. Students will be best prepared to assume the roles of competent compensation professionals when they possess a grounded understanding of compensation practices and

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the environments in which business professionals plan, implement, and evaluate compensation systems."--BOOK JACKET.

The SAGE Handbook of Human Resource Management
Resources in Education

Towards a Viable System for Project Personnel
Integrating People, Process, and Context

Human Resource Information Systems: Basics,
Applications, and Future Directions

A Longitudinal Study of the Labor Market Experience of
Men

Provides practical, situated, and unique knowledge on innovative e-HRM technologies and expands on theoretical conceptualizations of e-HRM.

The European Union is expanding. Wide cultural, political and economic differences within the Union have a significant impact on the management of human resources, so crucial to the success of any enterprise. Businesses within the EU have regularly tried to re-evaluate the context in which they work, and for investors from other continents, notably the US and Asia, the potential for expensive mistakes is only too real. In this comprehensive new book, the varied and particular challenges for human resource management in the EU are fully explored. Written in conjunction with the European Association for Personal

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Management (EAPM), the book offers country-by-country analysis from native authors, assessing the contexts faced by businesses working in thirteen different states: from founding EU members like France and Germany, to relatively new entrants like Latvia and Poland. The book also includes a chapter on Turkey, an emerging economy currently outside the Union. The key issues are addressed from both theoretical and practical perspectives, whilst each chapter is also complimented by best practice case studies.

"This book presents a dynamic and diverse collection of global practices for human resource departments, discussing the emerging practices as well as modern technologies and initiatives (machine learning, organizational culture, and social entrepreneurship) that affect the way human resources can be conducted"--

The eagerly-awaited Third Edition of the hugely successful International Human Resource Management succeeds in maintaining the academic rigour and critical focus that have established its reputation as the most authoritative and cutting-edge text in the field.

Positioning itself firmly within the 'globalized' environment, it provides wide-ranging and truly international coverage

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driven by the expertise of a writing team comprised of internationally renowned experts. New to the Third Edition: - Completely revised and restructured to better match international HRM courses. - New chapters include: social responsibility, sustainability and diversity, comparative HRM and approaches to IHRM. - 'Country-focus' boxed feature comparing and contrasting issues in different countries. - Further international examples and case studies. - Each chapter ends with stimulating discussion questions and self-assessment questions to encourage students to test their knowledge. - A companion website with instructors' manual and free full-text journal articles and additional case material for students. `The Third Edition of International Human Resource Management is a comprehensive guide for today's IHRM researchers, students, and practitioners. It covers not only traditional IHRM topics such as expatriate selection and the implications of cultural differences, but also advances our understanding of topics that have gained importance recently such as strategic IHRM and international total rewards programs. As a text, it has the advantage of including chapters covering each of the major topics in IHRM carefully

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chosen and orchestrated by an excellent editing team and written by leading specialists in each topic. The inclusion of discussion questions for students and instructor materials makes it a student-friendly instructional resource' - Mark F. Peterson Professor of Management and International Business at Florida Atlantic University

Short Entries

Dual Careers

Handbook of Research on E-Transformation and Human Resources Management

Technologies: Organizational Outcomes and Challenges

Research Methods in Human Resource Management

HRM and Performance

Manpower/automation Research Monograph

Addresses the needs of HRM students writing either a management report or dissertation, providing both a theoretical framework and practical guidance. This guide to the planning and execution of HRM research projects seeks to develop the knowledge and skills of first-time researchers for effective research into HRM issues in organisations.

Human Resource Information Systems (HRIS) have become a crucial focus for management professionals. This cross-disciplinary book

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provides a thorough introduction to the field of HRIS, which combines two major management fields that impact the competitive advantage of companies--human resources and information systems.

This volume of the series Research in Human Resource Management (HRM) focuses on a number of important issues in HRM and OB including performance appraisal, political skill, gratitude, psychological contracts, the philosophical underpinnings of HRM, pay and compensation messages, and electronic human resource management. For example, the first article by Cleveland and Murphy considers a very controversial issue (i.e., the reasons that organizations are abandoning the use of performance appraisal). The next article by Harris, Ferris, Summers, and Munyon is extremely interesting, and focuses on how composite political skills (e.g., social astuteness, interpersonal influence) helps individuals develop productive work relationships in organizations. The third article by Scandura and Sharif presents a very innovative model of gratitude in organizations, and the authors argue that gratitude is essential for maintaining positive social relations in organizations. The fourth article by Suazo and Stone-Romero provides an extremely comprehensive review of the theory and research

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on psychological contracts in organizations from 1960-2015. The subsequent article by Bae, Kang and Kim presents a very unique perspective on HRM, and considers the philosophical underpinnings of the field. The sixth article by Murray, Dulebohn, Roehling, and Werling presents a very innovative model to explain the role that organizational messages about changes in pay or compensation systems have on anticipatory pay satisfaction. The final article in the series by Johnson, Thatcher, and Burleson presents a thought-provoking framework for understanding the key role that information technology (IT) plays in the field of HRM. The series should be useful to researchers and doctoral students in the fields of HRM, OB, and Industrial and Organizational Psychology. It should also be relevant for doctoral courses and scientist-practitioners in these fields. Evidence-based Human Resources Management is the first text to focus on proving the value proposition of HR systems to executive decision makers. Moving away from a cost-center or overhead view of HR, Dr. Russell offers a step-by-step guide on how best to demonstrate the impact of HR systems on important business outcomes (financial and operational). Starting with an in-depth discussion of Keith Hammonds (in)famous article titled Why I hate HR, Dr. Russell employs real HR examples to help orient HR professionals

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to the quantitative tools needed to evaluate HR effectiveness and efficiency. Despite its depth of coverage, Evidenced-based Human Resources Management is accessible HR statisticsphobes and will prove useful to both those wanting an overview of the topic and those who wish to evaluate HR systems in detail. "Dr. Craig Russell received a Ph.D. in Business Administration from the University of Iowa in 1982. He is currently a professor of Business Administration at the University of Oklahoma, where he teaches in the undergraduate, MBA, and Ph.D. programs. Dr. Russell has 33 years of HR teaching experience at undergraduate, masters, and doctoral levels (13 years teaching required statistics courses at all levels). His research focuses on advancing theory and practice in selection and development of organizational leaders. He has led over 500 seminars for private and public sector organizations on human-resource topics, and his work has appeared in 16 peer reviewed publications. In 1986, Dr. Russell was awarded the Ghiselli Award for Research Design by the Society of Industrial and Organizational Psychology. He has twice received the Best Research Paper award from the Research Methods division at the National Academy of Mangement Meetings and is a founding and active member of the Technical Advisory Board of PreVisor (former ePredix), the

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world-wide leader in on-line personnel selection"
Formulation, Implementation, and Impact
Basics, Applications, and Future Directions
Advancing Human Resource Project Management
Sustainable Human Resource Management
University of Michigan Official Publication
Handbook of International Human Resource
Management