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that influence employees'

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management; in others the HR
department may make deci-

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sions regarding staffing, training, and compensation after top managers have decided relevant business issues.

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1. Human Resource

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Human resources management, also known as HRM or HR, plays a critical role in many organizations. Though the field's origins were mainly administrative, the HR function has shifted dramatically to become a

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people- and data-focused
strategic business unit
within most large
organizations. HR ...

How to Become a Human
Resources Manager

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Chapter 01 Human Resource
Management: Gaining a
Competitive Advantage

Chapter Summary This chapter
discusses the role of the
Human Resource Management
(HRM) function in the
corporate effort to gain a

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places? Great pay : This is one of the main reasons why most people work for a certain company. Some organizations offer good pay than others. The higher the pay is, the more likely employees are ...

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and Retention
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practices can help it gain a
competitive advantage.

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its resources. A firm's
resources propel it toward
its goals, just as an engine

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