

The H.R. Predicament

Balancing Functional Excellence
and Process Integration...



...Practical H.R. Strategies

By Eric Schneider

The Hr Predicament Balancing Functional Excellence And Process Integrationpractical Hr Strategies

Eric Schneider



The Hr Predicament Balancing Functional Excellence And Process Integrationpractical Hr Strategies:

The H.r. Predicament Eric Schneider,2009-09 Every once in awhile the very thing a department is focused on becomes onto itself the barrier to getting where it is trying to go That s the case with many Human Resources Departments in their pursuit of thinking strategically H R leaders trumpet the need for change but inspire little more than overly complex planning documents and clever new names for old H R functions In fact such campaigns often divert personnel from the ONE THING that can make H R a REAL strategic partner practical and efficient execution of their everyday tactical operations This book offers a pragmatic approach to optimizing the H R function through simple process integration What s more you ll see how doing the basics very well can be in itself a strategic advantage for your company H R Process Integrations is THE KEY to doing more with less which in the end allows H R to deliver a REAL strategic advantage **Strategy, HRM, and**

Performance Jaap Paauwe,Elaine Farndale,2017-11-10 The book expounds the macro level relationship between strategy HRM and performance addressing important challenges that have constrained research and practice to date Adopting a critical perspective the first challenge is a narrow definition of performance that has been largely driven by a managerialist profit motive with little regard for the human element This book proposes adopting a more balanced approach towards measuring performance encompassing both organizational financial performance as well as employee well being The second challenge is that HRM has largely been considered a universalistic phenomenon rather than needing to be understood in the context in which an organization is operating The book puts forward the argument for a more context centric perspective culminating in the development of the Contextual Strategic Human Resource Management Framework The book emphasizes the importance of strategy alignment context the role of actors and a holistic conceptualisation of performance Embedded in all chapters is a focus on achieving an appropriate balance between options rather than providing a universalistic solution to all human resource management challenges

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