

# Chapter 1: Strategic Human Resource Management

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## 1. What is Strategic Human Resource Management? (including definition and elements figure 1-2)

- Process of integrating strategic needs of an organization (future orientated, large scale)
- Practices to support organizations overall mission

## 2. Forces Influencing Human Resource Management

- Economic forces – competitiveness and productivity
- Technological forces – mechanization
- Demographic forces – education levels / age
- Cultural forces – diversity and ethics

## 3. Evaluation and Audit of Human Resource Management

- Examination of HR policies, practices and systems and to eliminate deficiencies
  - o Employee satisfaction
  - o Managerial compliance
  - o Strategy alignment
- Staff Authority – authority to advise, not direct
- Line Authority – make decisions about production, performance and people
- Functional Authority – allows staff to make decisions instead of managers

# Guide Human Resource Study

**David Kirk**



## **Guide Human Resource Study:**

## Adopting the Track of Appearance: An Mental Symphony within **Guide Human Resource Study**

In a global taken by screens and the ceaseless chatter of instant interaction, the melodic splendor and emotional symphony developed by the written word usually disappear into the back ground, eclipsed by the persistent noise and interruptions that permeate our lives. However, located within the pages of **Guide Human Resource Study** a charming literary prize filled with raw emotions, lies an immersive symphony waiting to be embraced. Constructed by an outstanding composer of language, this interesting masterpiece conducts viewers on an emotional trip, skillfully unraveling the concealed melodies and profound influence resonating within each carefully constructed phrase. Within the depths of the emotional review, we can investigate the book is central harmonies, analyze their enthralling publishing style, and submit ourselves to the profound resonance that echoes in the depths of readers souls.

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