Handbook of Research on Human Resources Strategies for the New Millennial Workforce

Part of the Advances in Human Resources Management and Organizational Development Book Series

Patricia Ordoñez de Pablos (University of Oviedo, Spain) and Robert D. Tennyson (University of Minnesota, USA)

Description:

Each new generation of upcoming professionals requires different strategies for effective management within the workforce. In order to promote a cohesive and productive environment, managers must take steps to better understand their employees.

The Handbook of Research on Human Resources Strategies for the New Millennial Workforce is an authoritative reference source for the latest scholarly research on theoretical frameworks and applications for the management of millennials entering the professional realm. Focuses on methods and practices to enhance organizational performance and culture.

Readers:

This book is ideally designed for managers, professionals, upper-level students, and researchers in the fields of human resource and strategic management.


Topics Covered:

- Employee Assistance Programs
- Employee Ownership
- Job Satisfaction
- Leadership Development
- Organizational Learning
- Public vs. Private Sector
- Small and Medium Enterprises
- Workplace Creativity

Hardcover + Free E-Access: $310.00
E-Access + Free Hardcover: $310.00

Order Information
Phone: 717-533-8845 x100
Toll Free: 1-866-342-6657
Fax: 717-533-8661 or 717-533-7115
Online Bookstore: www.igi-global.com
TABLE OF CONTENTS

Chapter 1
Culture and Managers in a Globalised World
Charalampous Gioumptasopoulos, University of West London, UK
Evangelia Maniakou, University of West London, UK

Chapter 2
Challenges Enhancing Social and Organizational Performance
Ana Martins, Zirve University, Turkey
Isabel Martins, Zirve University, Turkey
Orlando Pereira, University of Minho, Portugal

Chapter 3
Change Management and Leadership - An Overview of the Healthcare Industry
Kalil Basu, Kedge Business School, Marseille, France

Chapter 4
Determining the Needs for Employee Assistance Programs (EAPs) A Comparative Study on Public and Private Sector Employees: Employee Assistance Programs (EAPs)
Fizl Yildirim, Ankara University, Turkey
Bilge Abukan, Yildirim Beyazit University, Turkey

Chapter 5
Distinctive Leadership: Moral Identity as Self Identity
Kasturi Rohit Naik, Mumbai University's DES, Kanchipuram, India
Srini R Srinivasan, Mumbai University's JBIMS, India

Chapter 6
Does employee ownership reduce the intention to leave?
Sara Elouadi, Université Internationale de Casablanca, Morocco
Tarek Ben Noamene, Emirates College of Technology, Abu Dhabi, UAE

Chapter 7
Embracing Innovation and Creativity Through the Capacity of Unlearning
Ana Martins, Zirve University, Turkey
Isabel Martins, Zirve University, Turkey
Orlando Pereira, University of Minho, Portugal.

Chapter 8
Examining the Roles of Job Satisfaction and Organizational Commitment in the Global Workplace
Kijipok Kasemaps, Suan Sunandha Rajabhat University, Thailand

Chapter 9
Expatriation in the Age of Austerity: An Analysis of Capital Mobilization Strategies of Self-initiated Expatriates
Tasawar Nawaz, Plymouth University, UK

Chapter 10
Gendered leadership as a key to business success, evidence from the Middle East
Evangelia Maniakou, University of West London, UK
Charalampous Gioumptasopoulos, University of West London, UK

Chapter 11
iLeadership: Leadership Learning in the Millennial Generation
Ivan Barron, University of Washington, USA
Daniel Alexander Novak, University of Washington, USA

Chapter 12
Insights and Rumination of Human Resource Management Practices in SMEs, Case of a Family Run Tour Operator in London
Azizul Hassan, The Cardiff Metropolitan University, UK
Roya Rahimi, University of Wolverhampton, UK

Chapter 13
Intellectual capital report in the healthcare sector. An analysis of a case study
Giovanni Bronzetti, University of Calabria, Italy
Maria Assunta Baldini, University of Florence, Italy
Graziella Socoli, University of Calabria, Italy

Chapter 14
Leadership Convergence and Divergence in the Era of Globalization
Shinhee Jeong, Texas A&M University, USA
Doo Hurn Lim, University of Oklahoma, USA
Sunyoung Park, Louisiana State University, USA

Chapter 15
Organizational Learning and Change: Strategic Interventions to Deal with Resistance
Jieun You, The Ohio State University, USA
Junghwan Kim, The University of Oklahoma, USA
Doo Hurn Lim, The University of Oklahoma, USA

Chapter 16
Retention factor - work life balance and policies—effects over different category of employees in ceramic manufacturing industries
Umamaheswari Sivashanmugam, Sathyabama University, India
Jeyasree Krishnan, St Joseph's College of Engineering, India.

Chapter 17
Routines as a perspective for HR-professionals: Diversity as a driver for routines
Robert J. Blomme, Nyenrode Business Universiteit, The Netherlands
Xander D. Lub, Saxion University of Applied Sciences, The Netherlands

Chapter 18
A Case of Phased Retirement in Sweden
Kristina Palm, Karolinska Institutet, Sweden

Chapter 19
The measurement of human capital in family firms
Giovanni Bronzetti, University of Calabria, Italy
Maria Assunta Baldini, University of Florence, Italy
Graziella Socoli, University of Calabria, Italy

Chapter 20
Using IT-supported knowledge repositories for succession planning in SMEs: Or how to deal with knowledge loss in the capture process?
Susanne Durst, University of Skövde, Sweden
Lena Aggestam, University of Skövde, Sweden

Chapter 21
Perspective of managing talent in Indonesia: Reality and Strategy
Ratni Wahyuningtyas, Telkom University, Indonesia
Grisna Anggadwita, Telkom University, Indonesia

Chapter 22
From Democratic Participation to Shared Value: A Win-Win Employee-Employer Interaction
Wenzhi Zheng, Huaqiao University, China
Yen-Chun Jim Wu, National Taiwan Normal University, Taiwan
Meizhi XU, Huaqiao University, China
Patricia Ordóñez de Pablos is a professor in the Department of Business Administration in the Faculty of Business and Economics at The University of Oviedo (Spain). She completed her education in The London School of Economics (UK). Her teaching and research interests focus on the areas of strategic management, knowledge management, organizational learning, human resource management, intellectual capital, information technologies, with special interest in Asia (Bhutan, China, Laos, Myanmar). She is Editor-in-Chief of the International Journal of Learning and Intellectual Capital (IJLIC) and International Journal of Asian Business and Information Management (IJABIM), respectively. She has edited books for IGI-Global, Routledge and Springer.

Robert Tennyson is Professor of Educational Psychology at the University of Minnesota. He is editor of a professional journal, Computers in Human Behavior. He also serves on editorial boards for seven other peer reviewed journals. His research and publications include topics on problem solving, concept learning, intelligent systems, testing and measurement, instructional design, and advanced learning technologies. He has directed sponsored workshops and advanced study institutes in Germany, Greece, Norway, Spain and Taiwan. He has authored over 300 journal articles, books and book chapters.