

Foreword

When the authors told me that they were writing a book on human resources management in the new economic context, I recognized that I thought it was an excellent idea, since it is known that the best managerial strategy will not get any result if it is not sustained and supported by the human factor.

The way of managing human resources in a company is central for the efficient realization of its activities, what will affect directly in its results, and in the possibilities of survival and success in this new international context.

Let us not forget that the companies of our days compete in a complex, turbulent, and more and more dynamic environment; what becomes indispensable is that people (with independence of their level in the hierarchical scale and in any organization type) are able to face the challenges that are outlined in their work in the short and large term.

In this context, it becomes necessary that the management of the firm, and more concretely, the management of human resources, must facilitate the knowledge, skills, and abilities to develop the potentials of the organizational members (working by teams or individually), and as a result, bring a competitive advantage to the company. In this way, human resources management must be able to transmit commitment and to involve people through the appropriate communication channels, and must help to solve the problems that will lead to profits for their organization. In summary, it's a key element able to add value to the company, to the employees and, hopefully, to society.

Therefore, the objective of this book is to contribute to the development in the company of the necessary knowledge, skills, and abilities to confront the challenge of the new economy with success. The language of the chapters is accessible, simple, and with a clear focus to any person. This permits to not only reach with a theoretical content, but also a real practical focus on the different aspects approached in each one of the chapters. In this sense, I specially recommend the text for its applicability through a selection of the empiric examples of the chapters to highlight the topics analyzed.

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shops and conferences on Management and Business topics, is member of 40 private research projects and 10 public research projects, 6 International editorial advisory boards, and Referee in 15 international business management journals. He has been the visiting professor at Universities of UK, United Arab Emirates, USA, Germany, Lithuania, Belgium, and China, and has 23 years of experience in lectures at the university level. He also has professional consulting experience for private firms and public institutions and is member of 25 evaluation committees of PhD dissertations of different universities.