Strategic Labor Relations Management in Modern Organizations

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

Ana María Lucia Casademunt (Universidad Loyola Andalucía, Spain).

Description:

Rapid changes within the modern business landscape have created new demands for human resources management. With a different set of challenges to face, human resources managers must implement novel approaches to improve policy effectiveness.

Strategic Labor Relations Management in Modern Organizations is a pivotal reference source for the latest scholarly research on emerging human resource practices in relation to labor management, featuring innovative methods to remain competitive in the global business arena. Focusing on critical analyses and real-world applications, this book is ideally designed for professionals, upper-level students, managers, and researchers actively involved in human resources settings.

Readers:

This book is ideally designed for professionals, upper-level students, managers, and researchers actively involved in human resources settings.

ISBN: 9781522503569  Release Date: May, 2016  Copyright: 2016  Pages: 290

Topics Covered:

- Business Ethics
- Change Management
- Corporate Social Responsibility
- Employee Emotions
- Internal Market Orientation
- Organizational Diversity
- Talent Management
- Work-Life Balance

Hardcover + Free E-Access: $205.00  E-Access + Free Hardcover: $205.00

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
International Human Capital as a Source of Competitive Advantage for Organizations: International Human Resource Management
María Bastida, PhD Professor. University of Santiago de Compostela. Spain.

Chapter 2
Talent Management Integrated Approach for Organizational Development
Neeta Baporikar, PhD Professor. University of Pune, India.

Chapter 3
In search of balance between talent management and employee engagement in Human Resource Management
Wilson Ozuem, PhD Professor. University of Gloucestershire, United Kingdom
Geoff Lancaster, PhD Professor. London School of Commerce, United Kingdom
Harshika Sharma, PhD Professor. University of Wales, United Kingdom

Chapter 4
External consulting in change processes: Change Management Consulting and Human Resource Management
Sofía Conrero, Candidate, PhD. Universidad Católica de Córdoba, Buenos Aires.

Chapter 5
A theoretical framework of organizational diversity management programs: Integration the existing classifications of DM programs
Fakhraddin Maroofi, Professor. University of Kurdistan.

Chapter 6
Managerial practices as antecedent of employees’ resistance to change: Organizational Change and Human Resource Management
Antonia M. García-Cabrera, PhD Professor. University of Las Palmas de Gran Canaria, Spain.
Sonia M. Suárez-Ortega, PhD Professor. University of Las Palmas de Gran Canaria, Spain.
Fernando García-Barba Hernández, Cabildo Insular de Gran Canaria, Spain.

Chapter 7
Reframing Diversity in Management: Diversity and Human Resource Management
Ashanti De Leon, Professor. London Metropolitan University, United Kingdom.
Wilson Ozuem, PhD Professor. Regents University, United Kingdom.
Jummy Okoya, Professor. University of East London, United Kingdom.

Chapter 8
Cultural intelligence in organizational contexts and Human Resource Management
Manuel Moyano, PhD Professor. University of Córdoba, Spain.

Chapter 9
Ethics and Corporate Social Responsibility and Human Resource Management
Mercedes Ruiz-Lozano, PhD Professor. Loyola University Andalusia, Spain.

Chapter 10
Why to manage human resources from a social responsibility perspective?: An analysis of the job seekers’ and employees’ perceptions
Xiana Ferreira-Cotón, Graduate in Business Administration. University of Santiago de Compostela, Spain.
Adolfo Carballo-Penela, PhD Professor. University of Santiago de Compostela, Spain.

Chapter 11
The social role of Human Resources teachers: Human Resource Management
Agustin Galan García, PhD Professor. University of Huelva, Spain.
Roberto Fernandez Villarino, Professor. University of Huelva, Spain.

Chapter 12
Internal Market Orientation and Strategy Implementation: Internal Market Orientation and Human Resource Management
José Ruizalba, PhD Professor. University of West London, United Kingdom.
Anabela Soares, PhD Professor. University of West London, United Kingdom.

Chapter 13
Strategic antecedents of emotional involvement in Europe: Emotions at work context and Human Resource Management
Ana María Lucia-Casademunt, PhD Professor. Loyola University Andalusia, Spain.
Antonio Ariza-Montes, PhD Professor. Loyola University Andalusia, Spain.
Teresa Montero-Romero, PhD Professor. Loyola University Andalusia, Spain.

Chapter 14
The Key of Franchising Chains and Human Resource Management – a question of commitment
Ana Branca Carvalho, PhD Professor. Polytechnical Institute of Viseu, Portugal.
Fernanda Nogueira, PhD Professor. ISCSP - University Lisboa, Portugal.

Chapter 15
Work-life balance and the importance of Human Resource managers’ role
Susana Pasamar, PhD Professor. University Pablo de Olavide, Spain.
Macarena López-Fernández, PhD Professor. University of Cádiz, Spain.

Chapter 16
The complexities of managing probationers’ and their rights and status in Malaysian labour relations
Balakrishnan Muniapan, Wawasan Open University, Malaysia.

Compilation of References

About the Contributors

Index