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Challenges of implementing strategic human Resource ...

Human resource management (HRM) is a designed function to maximize the performance of employees in an organisation in service to the organisational objectives (Torrington et al 2007). The human resource unit is usually responsible for activities such as recruitment of employees, training, rewarding and also performance management.

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Torrington et al (2008) take this advice to the next level by stating that "infrastructure of motivation" should be present within organisations that include devising organisational systems including various policies and procedures in such a way that they contribute to the level of employee motivation. References

Human resource management (Book, 2011) [WorldCat.org]

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Human Resource Management: Policies and Procedures Introduction. Variations in human resource management (HRM) policy and practices are discussed in the context of

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understanding why such differences exist within different organisations, and what the driving influences are behind any differences.

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Torrington Et Al Human Resource

the relationship between an organization and its people. The Human Resource Management (HRM) function is often given this responsibility in organizations. Torrington et al. (2005) define HRM as a continuous balancing act between ful-filling an organization's goals and objectives, and those of employees. Effective

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the bottom line (Fombrun et al, 2008). Torrington et al (2008) identify three theoretical approaches to strategic human resource management. The Universalist approach is founded on the premise that there is one best way of managing human resource so as to improve business performance. The Fit or Contingency approach focuses on the need to align

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