



HRM Strategic Integration and Organizational Performance (Response Books)

Ashok Chanda, Jie Shen

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HRM Strategic Integration and Organizational Performance (Response Books) Ashok Chanda, Jie Shen Human Resources Management (HRM) has a very important facilitative and strategic role in organisational success. Several financial and non-financial performance measures of an organisation are positively related to its levels of HRM Strategic Integration (HRMSI). This book develops a better understanding of strategic HRM and its impact on organisational performance.

HRM Strategic Integration and Organizational Performance proposes a framework for HRMSI that helps formulate and implement the integration of strategic HRM in organisations for enhanced organisational performance.

The key features of the book are:

- " A detailed analysis of strategic integration practices like recruitment and selection, performance management, training and development, rewards and recognitions and employees relations.
- " A thorough literature review on the relationship between HRM, strategic HRM and performance.
- " New research data from a huge cross section of the industry and high-end statistical research analysis using structural equation modelling.
- " A template of step-by-step HRMSI methodology to help future academics and professionals.

The book will serve as an ideal reference material for scholars of human resources and business strategy. It will also be an invaluable guide for implementers of strategic HRM and students of management and business.

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