

إدارة الموارد البشرية والأداء

(HRM& Performance) ACHIVING LONG TERM VIBILITY

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صَدَقَ اللَّهُ الْعَظِيمُ
سُورَةُ: الْإِسْرَاءِ، الْآيَةُ رَقْم (114)

الإهداء

إلى ذكرى والدي طيب الله ثراه
إلى والدتي المرأة المناضلة الصبورة حواء
إلى زوجتي الوفية صفاء
إلى ابنتي العزيزة شيماء
وإلى جميع إخواني وأخواتي
ومعلمي وزملائي الأوفياء

شكر و عرفان

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Abstract

The central theme of this book is the development of a contextually based human resource theory at the theoretical level.

Chapter two highlights the relevance of the corporate/business strategy in terms of the links between HRM and performance.

The aim of chapter three is to examine the context of HRM in more details.

Chapter Four is the last of the building blocks and focus on the very concept of performance itself, I start with an assessment of impressive amount of research that has been conducted in the area of HRM and performance.

Chapter five outlines a contextually based human resource theory.

Chapter six using a series of case studies illustrates analysis at the organizational level.

Chapter seven outlines the importance of the industrial level by presenting work from two contrasting branches of industry metalworking and information technology.

Chapter eight deals with the comparative international level of analysis, comparing companies whose origins differ (either US or Netherlands based) but who have subsidiaries in both countries, this represents an ideal context for analyzing the impact of institutional setting on multinational companies faced with the same kind of global challenges and management fads.

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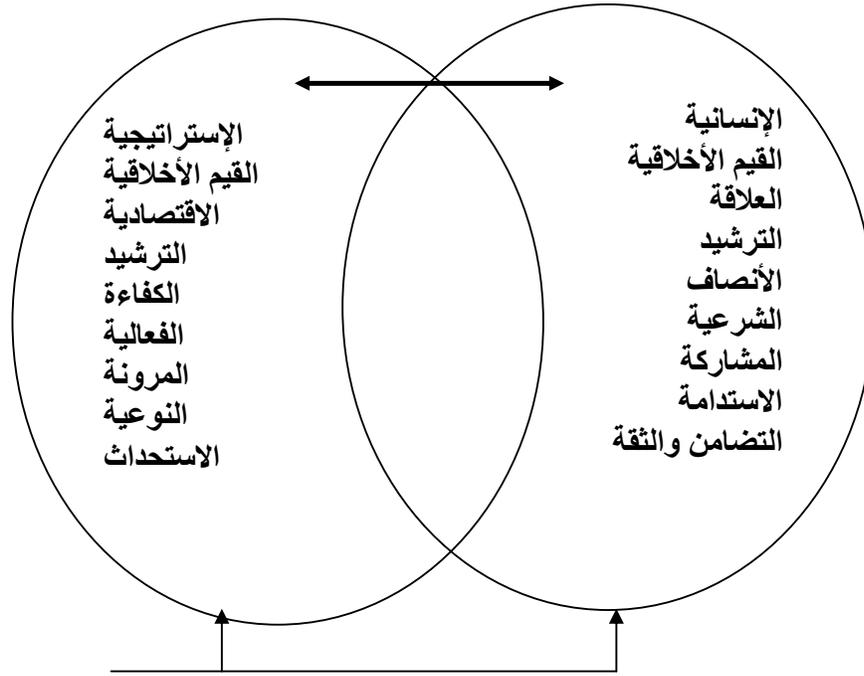
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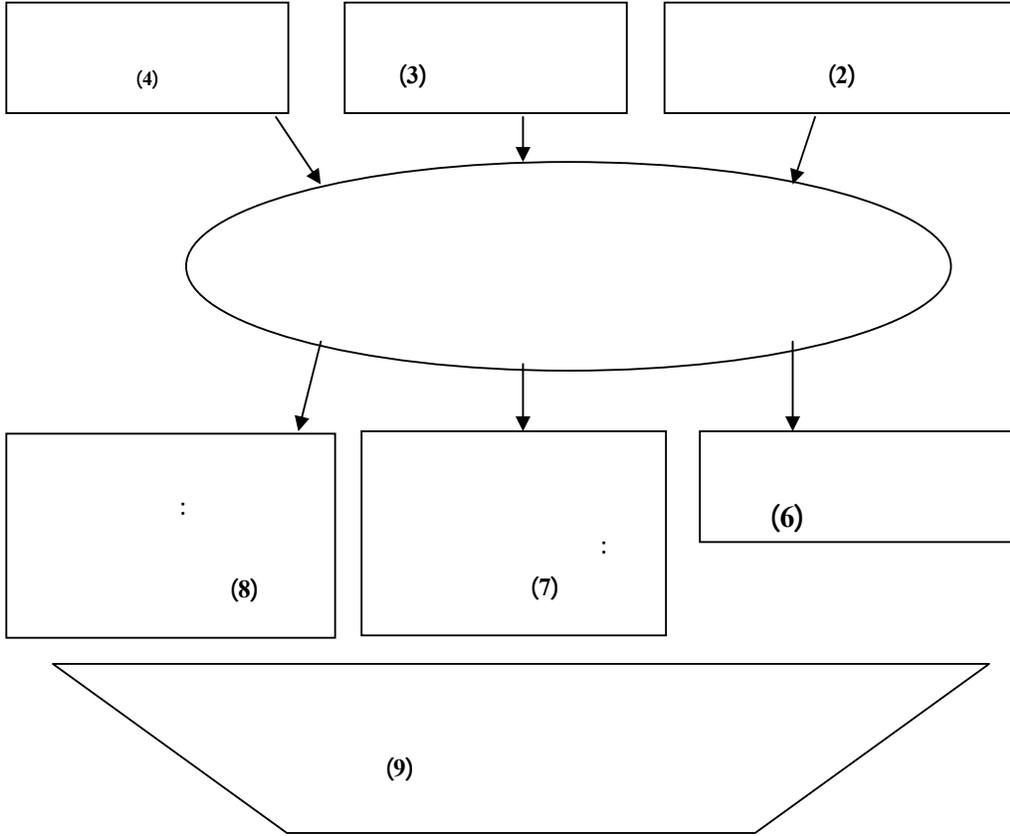
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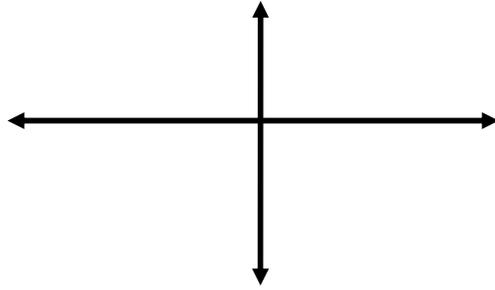
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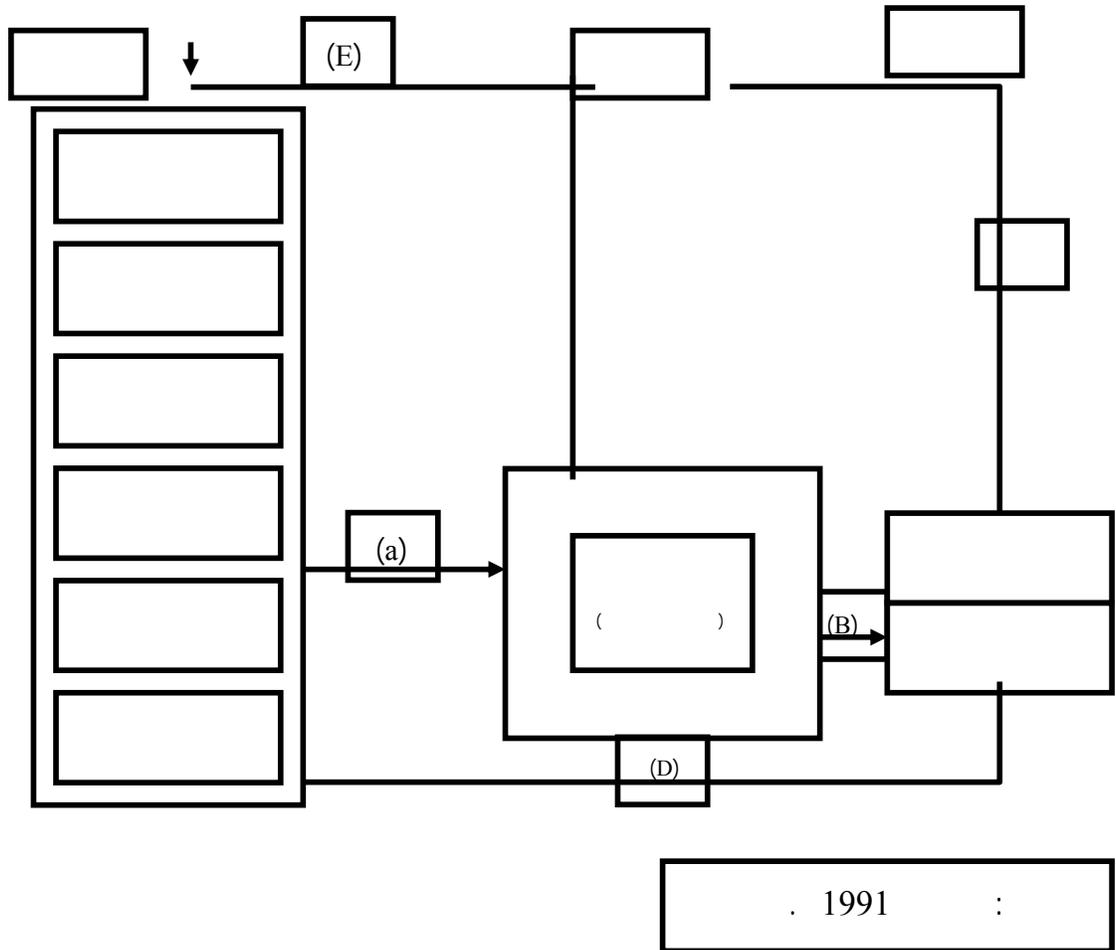
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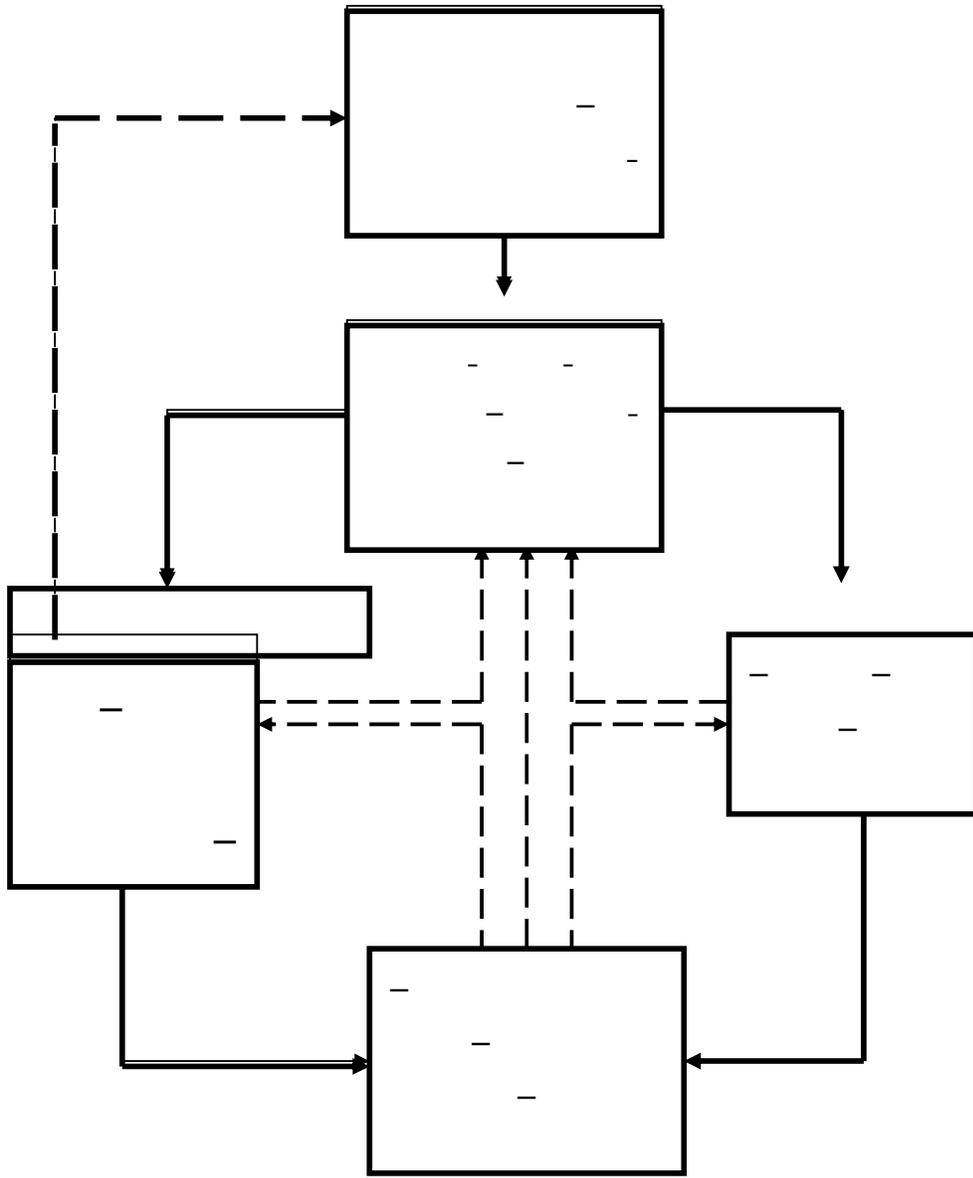
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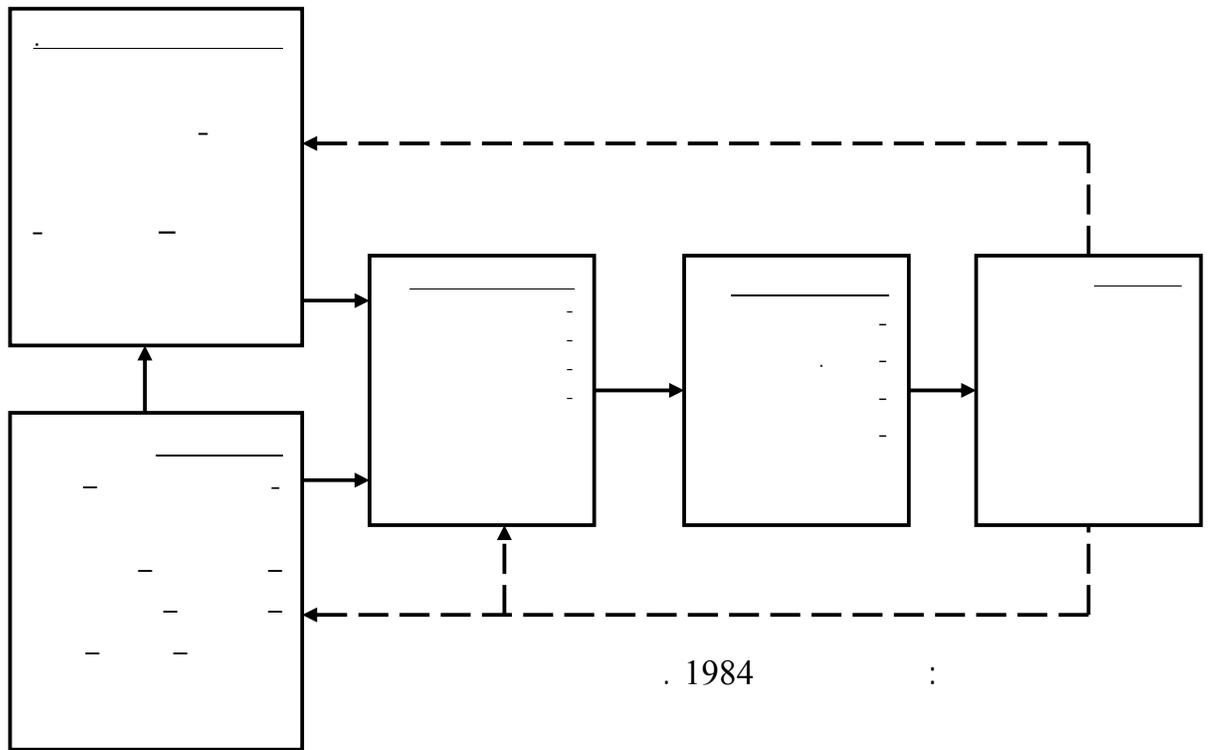
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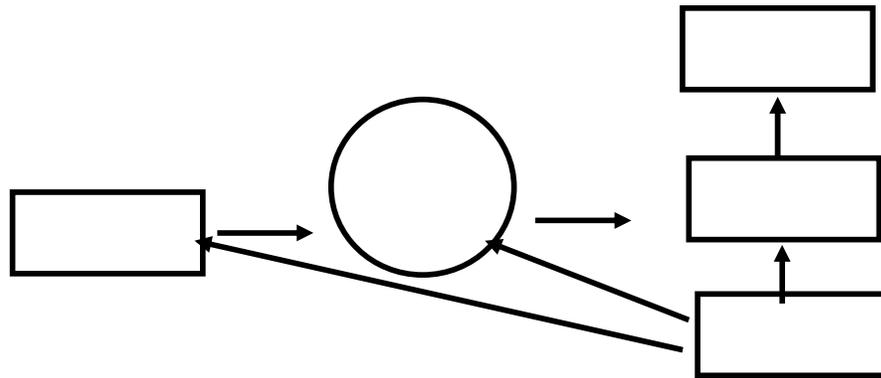
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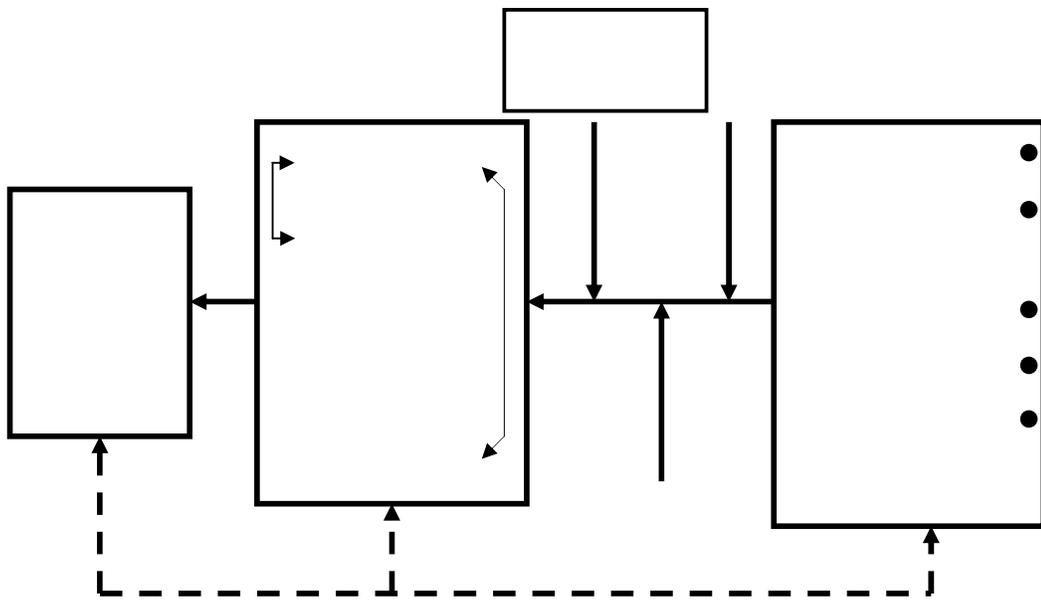
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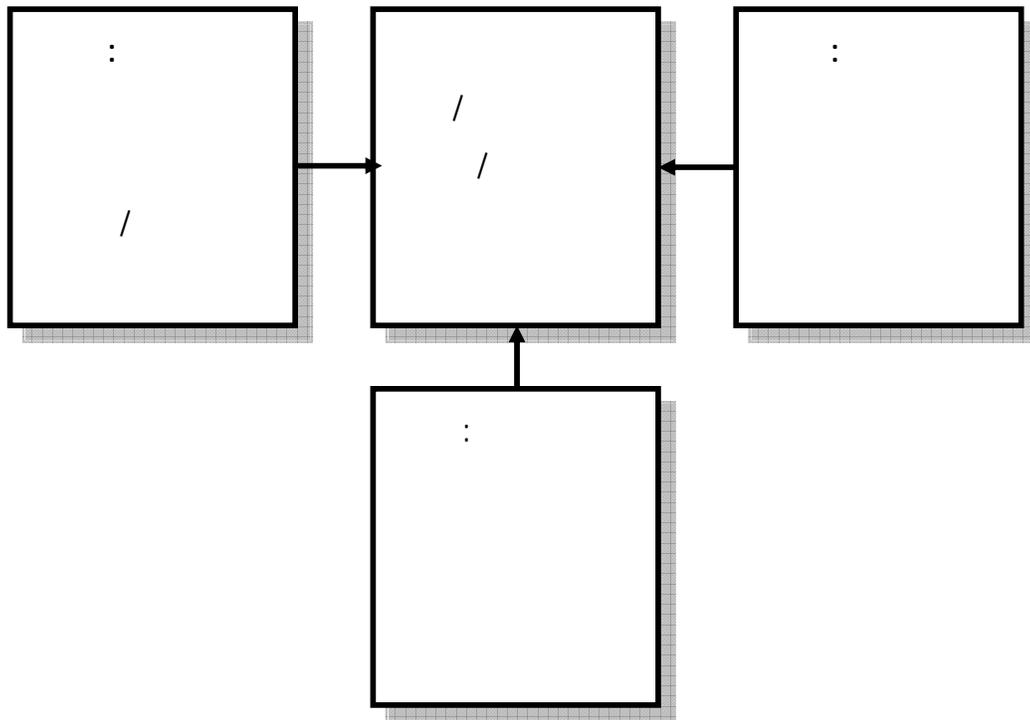
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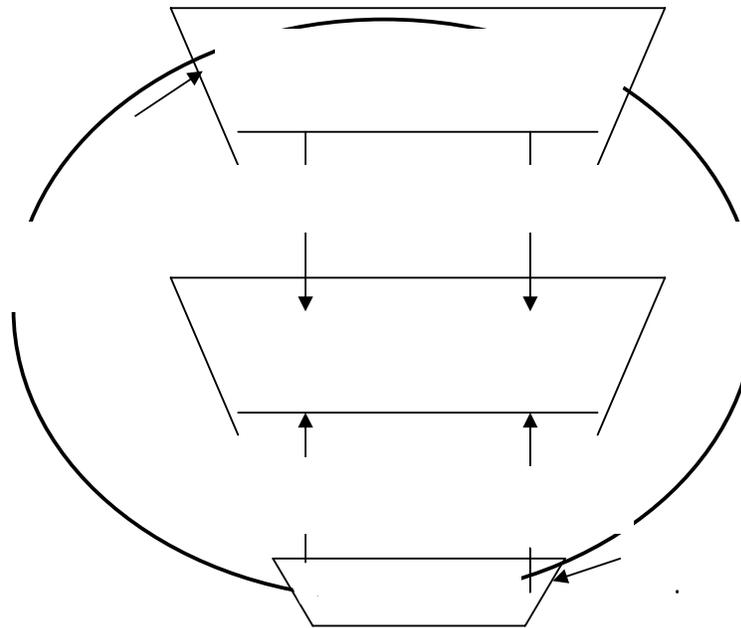
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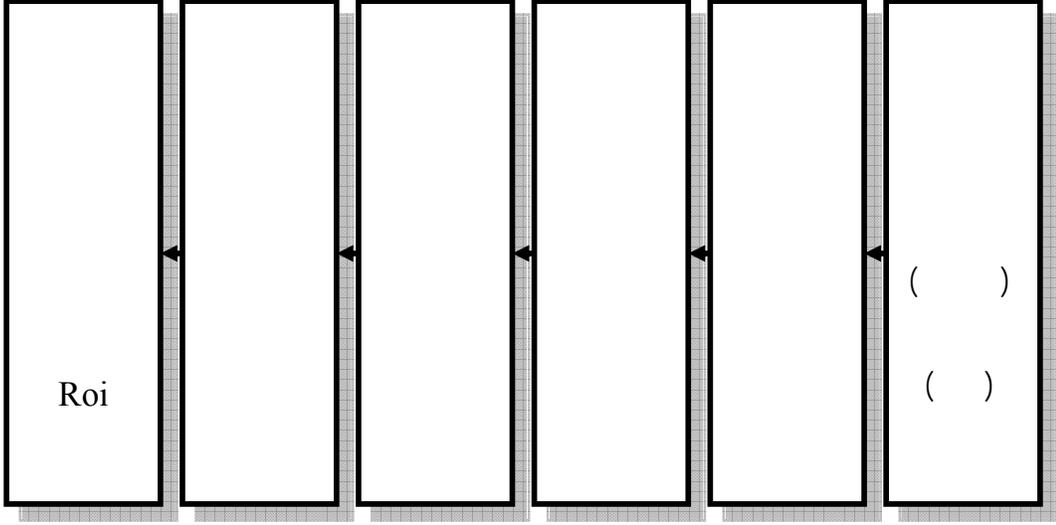
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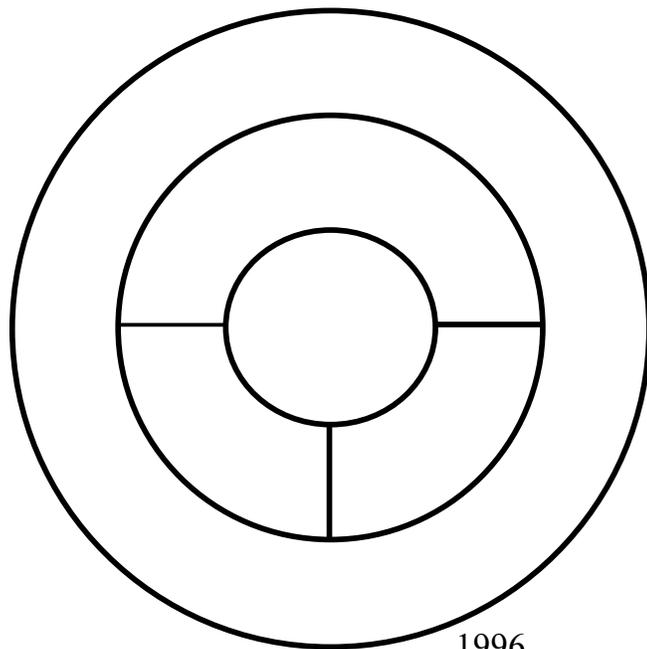
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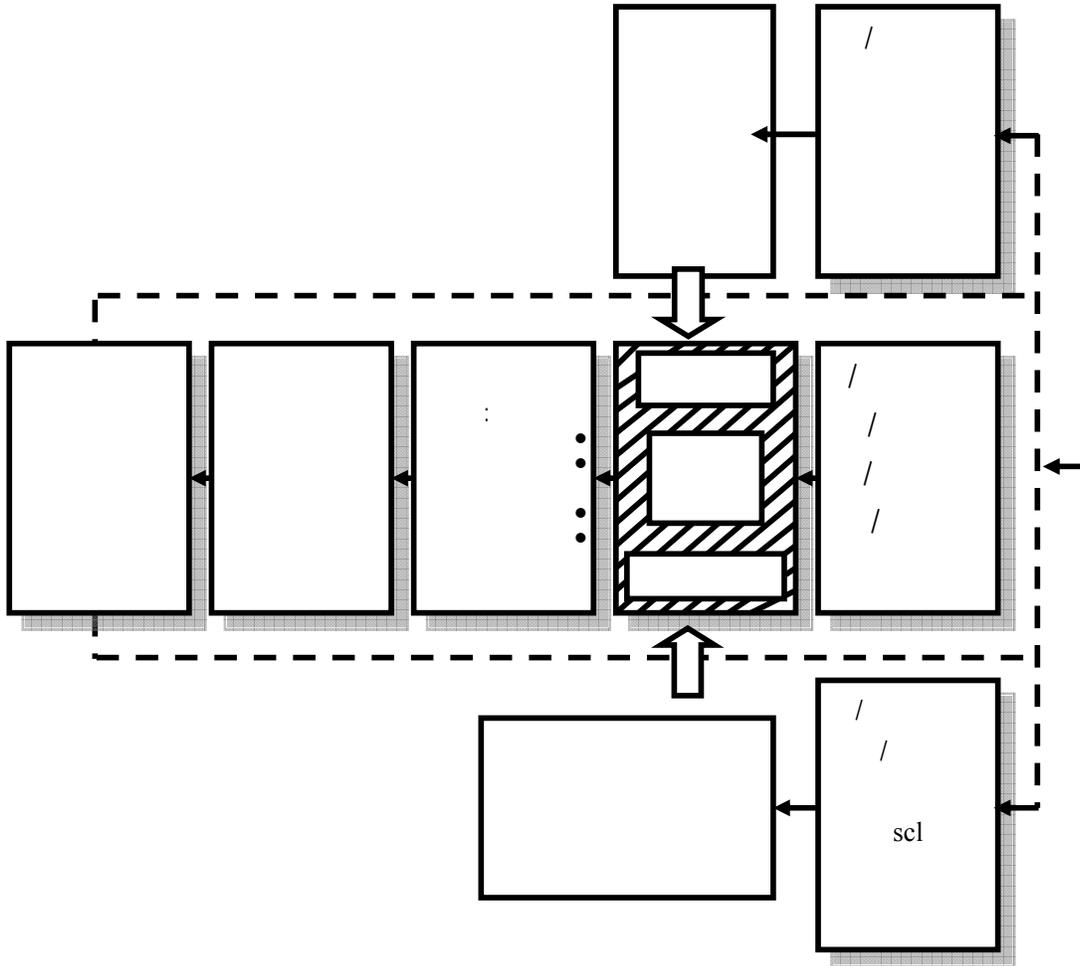
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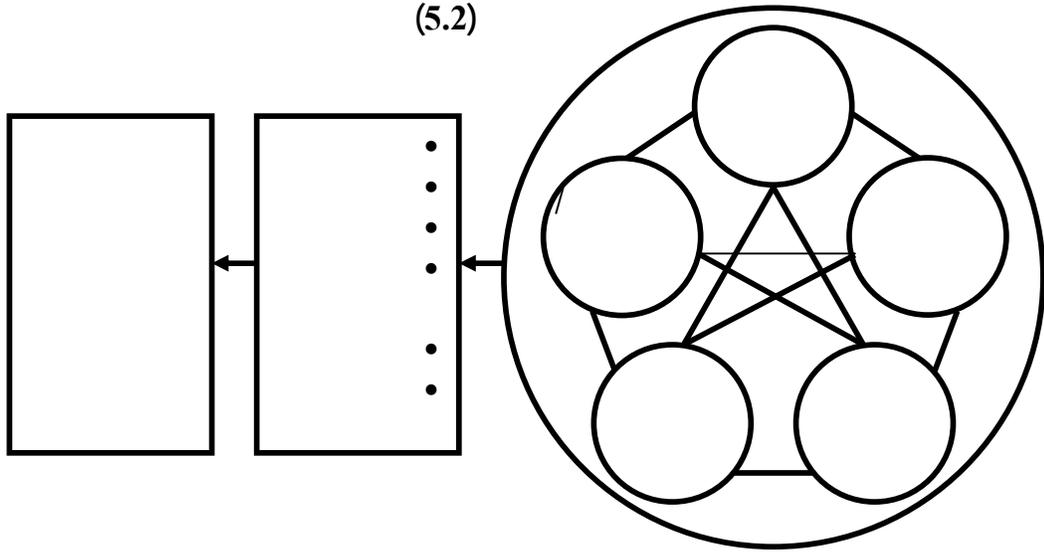
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Cognitive school	
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Configuration	
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Corporate	
Creativity	
Credibility	
Descriptive Theory	
Differentiation Strategy	
Dominant Coalition	
Economic Slowdown	
Efficiency	
Empirical research	
Employers association	
Exogenous Influence	
Innovation	

Information Technology	
Jurisprudence	
Labour Market	
Line management	
Logistics	
Prescriptive Approach	
Problem – Solving Tools	
Profitability	
Promotion	
Quality Assurance	
ROI (Return on Investment)	
ROA (Return on Assets)	
Room for Maneuver	
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Globalization	
SCL (Socio – Political – Cultural and Legal Dimension)	
Scorecards	
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Hiltrop		Boselie	
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Power		Golden	
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Hining		Kydd	
Snell		Hall	
Zilber		Oppenheim	
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Colomy		Valley	
Jackson		Moore	
Baron		Pfeffer	
Kreps		Barney	
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Wood		Ahlstrand	
Brewester		Gratton	
Poole		Hewlett	
Sorge		Packard	
Harzing		Vektramanan	
Schilstra		Guest	
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Senge		Pfeffer	

Angyvis		Hueselid	
Elflring		Boxal	
Volberda		Delery	
Mc Grath		Doty	
Chandler		Mintzberg	
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Bartlett		Meerveld	
Ghoshal		Hamel	
Pandain		Prahalad	
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March		Sangers	
Shafer		Moody	
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