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Research Handbook on Human Resource Management and Disruptive Technologies Tanya Bondarouk, Jeroen Meijerink, 2024-03-14 This comprehensive and judicious Research Handbook examines the fundamental influence of the emergence of contemporary disruptive technologies including artificial intelligence online platforms the internet of things and social robots on Human Resource Management HRM

Management Strategies for Sustainability, New Knowledge Innovation, and Personalized Products and Services Pejic-Bach, Mirjana, Doğru, Çağlar, 2022-01-14 In today's changing business environment managers and employees need essential capabilities such as innovativeness to successfully reach organizational goals In this digitalized era it is obvious that undigitized firms and organizations will not survive changing demands unless they can quickly adapt and form new business strategies The upcoming era necessitates a digital transformation in all institutions from government to the non profit sector In such a change oriented and complex business era both entrepreneurs and leaders must keep up with the latest developments around them Management Strategies for Sustainability New Knowledge Innovation and Personalized Products and Services discusses the emerging topics of digital transformation new knowledge innovation sustainability and personalized products and services and provides a theoretical infrastructure to share the latest empirical research findings within management knowledge creation sustainability practices artificial intelligence and digital business functions and strategies Covering a wide range of topics such as Industry 4.0 and user satisfaction it is ideal for industry professionals practitioners consultants educators scholars researchers academicians and students

Augmenting Human Resource Management with Artificial Intelligence Aizhan Tursunbayeva, 2024-12-23 The potential of Artificial Intelligence AI to reshape Human Resource Management HRM practices is profound but it also presents challenges that require careful consideration particularly in terms of ethics inclusivity and sustainability However knowledge about whether and how this transformation is actually occurring remains limited This book aims to provide a theoretically informed and empirically grounded examination of AI's role in shaping the future of HRM and work The book explores HRM technologies using a configurational approach which views HRM practices as a blend of operational relational and transformational elements It consistently addresses the dual perspectives on AI its transformative potential and the concerns surrounding its disruptive impact on the future of work and management In doing so the book draws on ongoing original research including an analysis of vendors value propositions and insights from scholars and experts Real life applications of AI in HRM are also thoroughly covered offering insights into algorithmic management AI driven relational HRM configurations and AI augmented HRM The book dedicates significant attention to the ethical implications of AI and how they can be addressed through Responsible AI principles Ultimately it establishes a framework for future research and practice serving as a crucial reference for scholars practitioners and policymakers

Artificial Intelligence and Business Transformation María Teresa Del Val Núñez, Alba Yela Aránega, Domingo

Ribeiro-Soriano,2024-06-30 This book offers a current perspective on Artificial Intelligence in the context of an ever changing and growing technological revolution in business management It analyses how existing companies are adapting new ones are emerging and others are disappearing Process re engineering has made it possible to reshape organizational structures and create new departments and positions all geared towards digitalization The emergence of new business functions has led to new strategic thinking on e g companies structure size and core business but also to the creation of new jobs the need to cover digital skills and the need for innovative team management In short it is a question of delving deeper into HR and the impact that digitalization has had on it as the employee is one of the key figures to protect The book initially focuses on providing a review of the current literature on the advancement of Artificial Intelligence and its impact on business transformation and the emergence of new management models In turn it addresses the diverse perspectives that currently dominate the business market as well as the corporate transformations that have taken place in the post pandemic era Lastly it equips employers with new tools to incorporate into their organizations facilitating talent retention In connection with HR this digital transformation is reflected in new roles for change management and cultural transformation including the use of digital technologies to improve the employee experience In brief the book offers a practical guide to business transformation technological advances and their application in human resources departments

Employer Branding for Competitive Advantage Geeta Rana,Shivani Agarwal,Ravindra Sharma,2021-03-22 This book shows how to build and maintain a distinctive and credible employer brand and develop a set of relevant success metrics to help measure return on investment ROI Starting with the current interest in employer branding this book looks at the historical roots of brand management and the practical steps to achieve employer brand management success The book will review the pressures that have generated current interest in employer branding It goes on to look at the historical roots of brand management and the practical steps necessary to achieve employer brand management success The book includes the business case research positioning implementation management and measurement and case studies of big named employer brand stories This book will provide new insights into the field of employer branding and provide directions and tools for organizational brand building It will be beneficial for research scholars engineers practitioners and management students

Contemporary Approaches in Equality, Diversity and Inclusion Berk Kucukaltan,2023-11-10 Encouraging individuals to adapt and businesses to reshape their resources capabilities and everyday practices this book grounds the contemporary workplace in an EDI mindset that looks beyond temporary pressures and trends to a strong inclusive future

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post conflict countries face both unique problems and opportunities They enter peacebuilding with an advantage that distinguishes them from other war torn societies access to natural resources that can yield substantial revenues for alleviating poverty compensating victims creating jobs and rebuilding the country and the economy Evidence shows however that this opportunity is often wasted Resource rich countries do not have a better record in sustaining peace In fact resource related conflicts are more likely to relapse Focusing on the relationship between high value natural resources and peacebuilding in post conflict settings this book identifies opportunities and strategies for converting resource revenues to a peaceful future Its thirty chapters draw on the experiences of forty one researchers and practitioners as well as the broader literature and cover a range of key issues including resource extraction revenue sharing and allocation and institution building The book provides a concise theoretical and practical framework that policy makers researchers practitioners and students can use to understand and address the complex interplay between the management of high value resources and peace High Value Natural Resources and Post Conflict Peacebuilding is part of a global initiative led by the Environmental Law Institute ELI the United Nations Environment Programme UNEP the University of Tokyo and McGill University to identify and analyze lessons in natural resource management and post conflict peacebuilding The project has generated six edited books of case studies and analyses with contributions from practitioners policy makers and researchers Other books in the series address land water livelihoods assessing and restoring natural resources and governance Far Eastern Economic Review ,1998 **New Serial Titles** ,1989 A union list of serials commencing publication after Dec 31 1949

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