



## The Classical Model for Practising Human Resource Management

By Tim Wilczek

GRIN Verlag. Paperback. Condition: New. 40 pages. Dimensions: 8.5in. x 5.5in. x 0.1in. Essay from the year 2008 in the subject Business economics - Personnel and Organisation, grade: 2, 3, University of Western Sydney (School of Management), course: Human Resource Strategy, 25 entries in the bibliography, language: English, abstract: During recent years an efficient Human Resource Management (HRM) has become more and more important for companies to achieve and sustain both competitiveness and economic success. Leopold, Harris and Watson (2005) mentioned that Human Resources became matters of considerable competitive advantage. Human Resources, respectively the skills and knowledge of an organisations staff, as Hamel and Prahalat (1994) called it, has transformed through massive changes in the economical, technological, sociocultural, judicial and political conditions to one of the most important strategic factor of success for companies these days. HRM, as a reaction to these changes in Personnel Management, attempts to find various methods of resolution for practice. If Personnel Management, HRM or SHRM, they all have a common goal: obtaining the achievement potential of all organisational members best as possible. But the HRM approach goes beyond the traditional approach of Personnel Management, having a broader focus on the necessary interdependence of all components...



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