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Human Resource Management is a planned approach to managing people effectively for performance It aims to establish a more open, flexible and caring management style so that staff will be motivated, developed and managed in a way that they can and will

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7 Reward systems management 115 8 Human resource development 127 9 Employee relations 143 10 Talent and competency based human resource management 163 11 International human resource management 179 12 Recruitment and performance appraisal in the public sector 189 13 Recruitment and retention of human resource for health 201 14

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Chapter 1 Human Resource Management and Competitive Advantage 7 For example, an organization may decide to use a mechanical aptitude test to screen applicants because a job analysis indicated that mechanical aptitude is an important job skill Or a firm may raise the pay of one of its

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