



METADATA

Title: Special Topics in Human Resources Management

Other Titles: -

Language: Greek

Authors: Chytiris, L., Professor Emeritus, UNIPI, Anninos, L., Ph.D., UNIPI, Chytiri, A.-P., Assistant Professor, UNIPI

ISBN: 978-618-228-214-4

Subject: LAW AND SOCIAL SCIENCES

Keywords: Human Resources Management / Talent Management / HR analytics / Employer Branding / Quality – Sustainable Excellence

Bibliographic Reference: Chytiris, L., Anninos, L., & Chytiri, A. (2024). Special Topics in Human Resources Management [Postgraduate textbook]. Kallipos, Open Academic Editions. <http://dx.doi.org/10.57713/kallipos-952>

Abstract

In the era of the 4th industrial revolution, organizations are redefining their business models and strategies, emphasizing issues of flexibility, partnerships and the way their task is executed, formulating strategies to attract and retain people with the appropriate knowledge, abilities and skills, who are able to ensure their long-term competitiveness. At the same time, the role of the human resources department becomes more central in the implementation of their strategy. Some issues raised by both academics and HRM practitioners relate to a) how the global context is transforming the role of executives and the human resource function, b) the ability of management systems to collect and process data in order to improve organizational effectiveness, c) the efforts of organizations to be desirable workplaces through actions to develop a strong

"employer brand", d) the utilization of the findings of positive sciences for a better understanding of management theories and practices, e) the importance of strategic management of human resources, and technology for competitiveness, f) the quest for new ways of harmonizing human and systemic capabilities based on quality. The book focuses on the concept and importance of human resource management for quality and sustainable excellence, especially in today's complex international context that requires flexibility, continuous improvement and high performance work systems. It also presents a range of contemporary relevant topics for readers to understand the characteristics and effects of the international context on human resource management and ultimately evaluate critical parameters that affect the effectiveness of management systems.

