

# Encyclopedia of Human Resources Information Systems: Challenges in e-HRM

Teresa Torres-Coronas  
*Universitat Rovira i Virgili, Spain*

Mario Arias-Oliva  
*Universitat Rovira i Virgili, Spain*

Volume I  
A-H

Information Science  
**REFERENCE**

**INFORMATION SCIENCE REFERENCE**

Hershey • New York

Director of Editorial Content: Kristin Klinger  
Development Editor: Kristin Roth  
Senior Managing Editor: Jennifer Neidig  
Managing Editor: Jamie Snavelly  
Assistant Managing Editor: Carole Coulson  
Copy Editor: Ashlee Kunkel, Joy Langel, Larissa Vinci  
Typesetter: Mike Brehm, Larissa Vinci  
Cover Design: Lisa Tosheff  
Printed at: Yurchak Printing Inc.

Published in the United States of America by  
Information Science Reference (an imprint of IGI Global)  
701 E. Chocolate Avenue, Suite 200  
Hershey PA 17033  
Tel: 717-533-8845  
Fax: 717-533-8661  
E-mail: [cust@igi-global.com](mailto:cust@igi-global.com)  
Web site: <http://www.igi-global.com/reference>

and in the United Kingdom by  
Information Science Reference (an imprint of IGI Global)  
3 Henrietta Street  
Covent Garden  
London WC2E 8LU  
Tel: 44 20 7240 0856  
Fax: 44 20 7379 0609  
Web site: <http://www.eurospanbookstore.com>

Copyright © 2009 by IGI Global. All rights reserved. No part of this publication may be reproduced, stored or distributed in any form or by any means, electronic or mechanical, including photocopying, without written permission from the publisher.

Product or company names used in this set are for identification purposes only. Inclusion of the names of the products or companies does not indicate a claim of ownership by IGI Global of the trademark or registered trademark.

#### Library of Congress Cataloging-in-Publication Data

Encyclopedia of human resources information systems : challenges in e-HRM / Teresa Torres-Coronas and Mario Arias-Oliva, editors.  
p. cm.

Includes bibliographical references and index.

Summary: "This work rigorously analyzes key critical HR variables and defines previously undiscovered issues in the HR field"--Provided by publisher.

ISBN 978-1-59904-883-3 (hardcover) -- ISBN 978-1-59904-884-0 (ebook)

1. Personnel management--Data processing--Encyclopedias. 2. Information storage and retrieval systems--Personnel management--Encyclopedias. 3. Management information systems--Encyclopedias.. 4. Knowledge workers--Management--Encyclopedias. I. Torres-Coronas, Teresa, 1966- II. Arias-Oliva, Mario, 1968-

HF5549.5.D37E53 2008

658.3--dc22

2008007630

#### British Cataloguing in Publication Data

A Cataloguing in Publication record for this book is available from the British Library.

All work contributed to this encyclopedia set is new, previously-unpublished material. The views expressed in this encyclopedia set are those of the authors, but not necessarily of the publisher.

*If a library purchased a print copy of this publication, please go to <http://www.igi-global.com/agreement> for information on activating the library's complimentary electronic access to this publication.*

5 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: [www.igi-global.com/chapter/human-resources-outsourcing-strategies/13270](http://www.igi-global.com/chapter/human-resources-outsourcing-strategies/13270)

## Related Content

---

### Instant Messaging (IM) Literacy in the Workplace

Beth L. Hewett and Russell J. Hewett (2008). *Handbook of Research on Virtual Workplaces and the New Nature of Business Practices* (pp. 455-472).

[www.irma-international.org/chapter/instant-messaging-literacy-workplace/21915](http://www.irma-international.org/chapter/instant-messaging-literacy-workplace/21915)

### Parawork

Leah A. Zuidema (2008). *Handbook of Research on Virtual Workplaces and the New Nature of Business Practices* (pp. 81-97).

[www.irma-international.org/chapter/parawork/21890](http://www.irma-international.org/chapter/parawork/21890)

### Expatriate Staffing in Foreign Subsidiaries of Multinationals: A Literature Review

Esin Canan and Haldun Çetinarşlan (2017). *Driving Multinational Enterprises Through Effective Global Talent Management* (pp. 19-49).

[www.irma-international.org/chapter/expatriate-staffing-in-foreign-subsidiaries-of-multinationals/179151](http://www.irma-international.org/chapter/expatriate-staffing-in-foreign-subsidiaries-of-multinationals/179151)

### Old and New Timings in a High-Tech Firm

Pauline Gleadle (2008). *Management Practices in High-Tech Environments* (pp. 133-151).

[www.irma-international.org/chapter/old-new-timings-high-tech/25652](http://www.irma-international.org/chapter/old-new-timings-high-tech/25652)

### Using Integrative Development to Create a Coaching Culture in a Professional Services Firm

David B. Drake (2019). *Evidence-Based Initiatives for Organizational Change and Development* (pp. 506-514).

[www.irma-international.org/chapter/using-integrative-development-to-create-a-coaching-culture-in-a-professional-services-firm/225177](http://www.irma-international.org/chapter/using-integrative-development-to-create-a-coaching-culture-in-a-professional-services-firm/225177)