# 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 II I–Z



Director of Editorial Content:
Development Editor:
Senior Managing Editor:
Managing Editor:
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

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All work contributed to this encyclopedia set is new, previously-unpublished material.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.

6 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: <a href="www.igi-global.com/chapter/learning-organizations-static-organizations-context/13290">www.igi-global.com/chapter/learning-organizations-static-organizations-context/13290</a>

# Related Content

# Internet Technology-Based Tools Utilization in the Workplace of Contemporary Organizations: The Implications

Janusz Wielki (2009). Encyclopedia of Human Resources Information Systems: Challenges in e-HRM (pp. 570-576).

www.irma-international.org/chapter/internet-technology-based-tools-utilization/13283

# Hierarchies and Holdings: Implications of SME Entrepreneurship for Enhanced HRM in Hospital Management

Teresa Carla Oliveira, Stuart Holland, João Fontes da Costaand Francisco Edinaldo Lira de Carvalho (2014). Effective Human Resources Management in Small and Medium Enterprises: Global Perspectives (pp. 342-376).

www.irma-international.org/chapter/hierarchies-and-holdings/93215

## Engaging the Diversified Workforce Sustaining Productivity

Mambo Mupepi, Jaideep Motwani, Yolanda M. Ross-Davisand Monica Allen (2017). *Effective Talent Management Strategies for Organizational Success (pp. 201-217).* 

www.irma-international.org/chapter/engaging-the-diversified-workforce-sustaining-productivity/176331

## The Role of Internal Communication in Commitment Management

José Antonio Carazo (2012). Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information (pp. 162-172).

www.irma-international.org/chapter/role-internal-communication-commitment-management/62671

## The Role of ICT in Support of Adaptable Work Arrangements

Pamela Marie Dixonand Paul M. Shelton (2009). *Encyclopedia of Human Resources Information Systems:* Challenges in e-HRM (pp. 770-774).

www.irma-international.org/chapter/role-ict-support-adaptable-work/13313