

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

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
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: www.igi-global.com/chapter/traditional-leadership-light-hrms/13325

Related Content

Outsourcing in High-Tech Corporations: Voices of Dissent, Resistance, and Complicity in a Computer Programming Community

Erik Piñeiro and Peter Case (2008). *Management Practices in High-Tech Environments* (pp. 209-227). www.irma-international.org/chapter/outsourcing-high-tech-corporations/25656

The Social Role of Human Resources Teachers: Human Resource Management

Agustin Galan Garcia and Roberto Fernandez Villarino (2016). *Strategic Labor Relations Management in Modern Organizations* (pp. 172-182). www.irma-international.org/chapter/the-social-role-of-human-resources-teachers/150679

Re-Theorizing Human Resource Management and Human Resource Management in Context

Margitta B. Beil-Hildebrand (2011). *Human Resources in Healthcare, Health Informatics and Healthcare Systems* (pp. 21-46). www.irma-international.org/chapter/theorizing-human-resource-management-human/43262

Adaptive Municipal Electronic Forms

Pieter Kuiper and Betsy van Dijk (2009). *Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes and Challenges* (pp. 116-133). www.irma-international.org/chapter/adaptive-municipal-electronic-forms/20057

Understanding How Incentives Influence Motivation and Retention of Health Workers

Posy Bidwell, Stephen Thomas and Silvia Stringhini (2012). *Human Resources Management: Concepts, Methodologies, Tools, and Applications* (pp. 1148-1163). www.irma-international.org/chapter/understanding-incentives-influence-motivation-retention/67211