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B. Strategic human resource management is the pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals. C. Components of the Strategic Management Process—There are two distinct phases of this process (Figure 2.2 in the text).

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Professionals new to the field also can gain experience by working as specialists in compensation, job analysis, or benefits. After gaining a few years of experience, they may take exams to become certified through the Society for Human Resource Management or the International Foundation of Employee Benefit Plans. 3. Essential Skills for the Role

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Chapter 1: Human Resource Management: Gaining a Competitive Advantage PART ONE: The Human Resource Environment Chapter 2: Strategic Human Resource Management Chapter 3: The Legal Environment: Equal Employment Opportunity and Safety Chapter 4: The Analysis and Design of Work PART TWO: Acquisition and Preparation of Human Resources

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a company's ability to gain and maintain market share in an industry. human resource management. policies, practices, and systems that influence employees' behavior, attitudes, and performance. shared service model.

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Human Resource Management and Competitive Advantage 1

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