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## Valuing People and Technology in the Workplace: A Competitive Advantage Framework

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### Valuing People and Technology in the Workplace

A Competitive Advantage  
Framework



Claretha Hughes

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People as Technology introduces a more proactive, strategic approach to bring employees into, and develop them within, an organization. Interpreting and accepting this concept requires managers to think of employees as they would think of technology. Technology, equipment, and systems are strategically aligned within organizations. Integrating the literature from strategic technology management, strategic human resource management, and human resource development and exploring how this integration can provide competitive advantage to organizations for better implementation of people and technology development initiatives is a potential solution.

**Valuing People and Technology in the Workplace: A Competitive Advantage Framework** provides a comprehensive framework that can be used to develop and design case studies that could measure the identified values that people, technology, and strategy can provide to the organization. This book aims to serve as a guide for managers and leaders as they develop strategies to introduce new people and technology into the workplace.

#### Topics Covered:

- Behavioral, Cognitive and Cultural Perspectives
- Competitive Advantage
- Human Resource Management
- Institutional Transformation and Change
- Leadership
- Management Intent
- Organization Development
- Strategic Human Resource Development
- Technology Development
- Value Creation

**Market:** This premier publication is essential for all academic and research library reference collections.

It is a crucial tool for academicians, researchers, and practitioners and is ideal for classroom use.

**Claretha Hughes**, Director of the College of Education and Health Professions' Honors Program and Associate Professor, teaches Human Resource and Workforce Development in the Department of Rehabilitation, Human Resources and Communication Disorders at the University of Arkansas in Fayetteville, Arkansas. She has extensive professional experience in business and industry and continues to serve as a consultant to international, national and state organizations. Her research focuses on value creation through the use of human resource development and technology development. She is interested in the impact of the value of people and technology (1) on teaching and learning processes and motivation; (2) on organizational culture, change strategies and leadership; and (3) on technology in the workplace environment and employee behavior. She is the 2009 University Council of Workforce and Human Resource Education Outstanding Assistant Professor. Dr. Hughes has a Ph.D. in Career & Technical Education from Virginia Tech, a MT degree from NC State University, a BA in Chemistry from Clemson University and an MBA from the Sam M. Walton College of Business at the University of Arkansas. She has publications in journals such as *Human Resource Development Review*, the *International Journal of Human Resource Development and Management* and the *Journal of the North American Management Society*.



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