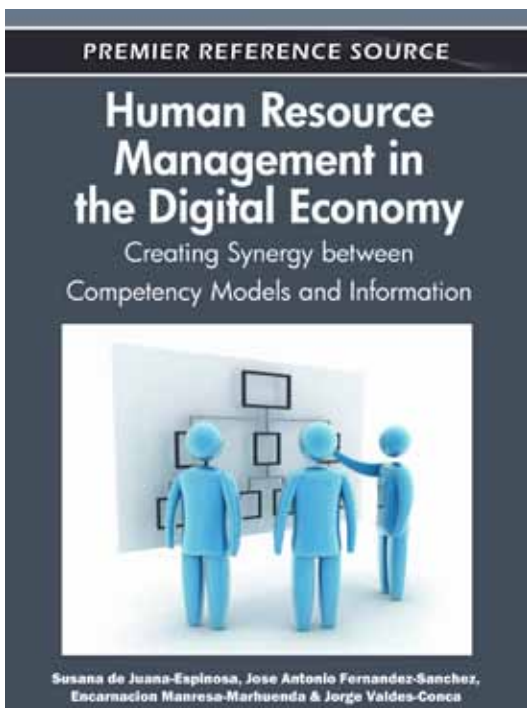


# An Excellent Addition to Your Library!

Released: November 2011

## Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information



Susana de Juana-Espinosa (Universidad de Alicante, Spain), Jose Antonio Fernandez-Sanchez (Universidad de Alicante, Spain), Encarnacion Manresa-Marhuenda (Universidad de Alicante, Spain) and Jorge Valdes-Conca (Universidad de Alicante, Spain)

Businesses worldwide are faced with major challenges related to the progressive (and many times unavoidable) incorporation of information technologies into their processes. Often, organizations don't suitably react to the new requirements of these technologies, resulting in outdated policies, practices, and strategies.

**Human Resource Management in the Digital Economy: Creating Synergy between Competency Models and Information** is a reference for both practitioners and academics that demonstrates how to implement e-management and competency models in companies. This book offers perspectives on the impact of integrated e-human resource policies and provides recommendations for addressing the shift from traditional human resource policies to new perspectives.

### Topics Covered:

- Cross-Cultural Competences
- E-Recruitment
- Human Resource Flexibility
- Human Resources Management Strategies
- Organizational Analysis of E-Learning
- Organizational Commitment and Job Satisfaction
- Outsourcing Human Resources
- Personnel Selection Process
- Talent Management

ISBN: 9781613502075; © 2012; 445 pp.

Print: US \$175.00 | Perpetual: US \$265.00 | Print + Perpetual: US \$350.00

**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.

**Susana de Juana-Espinosa** has been a full time Assistant Professor in the Department of Business Organization of the University of Alicante since 2001. Previously, she worked as a researcher for the University of Murcia and the CEBAS-CSIC, and she has worked in the private sector as a director of personnel and accounting. She holds, besides her PhD in Business Organization, an MA in European Studies and a Degree in Business Administration. Her main teaching areas are Human Resource Management, Information Systems Management, Quality Management, and E-business. Dr. de Juana's research has mainly focused on using information and communications technologies (ICTs) to facilitate transformations in the strategies, business models, organisational designs, and human resource policies in both private and public organizations. She has worked closely with telecommunications organizations and local councils through research and consultancy.

## Section 1: Global Issues in HRM

Chapter 1  
*Toward a Unifying Framework for Defining Internal Human Resource Flexibility:*  
Martín Inmaculada Beltrán (Universitat Jaume I, Spain)

## Section 2: HRM Policy Implementation in the New Economy

Chapter 2  
*Outsourcing the HR Function in the New Economy:*  
Valverde Mireia (Universitat Rovira i Virgili, Spain)  
Romeu Sergi (Universitat Rovira i Virgili, Spain)  
Gascó José Luis (University of Alicante, Spain)

## Section 3: Competency Management for Sustained Competitive Advantage

Chapter 3  
*Talent Management:*  
Luna-Arocas Roberto (University of Valencia, Spain)

Chapter 4  
*Ethics and Learning Organizations in the New Economy*  
Bañón Alexis (Polytechnic University of Valencia, Spain)  
Guillén Manuel (University of Valencia, Spain)  
Gil Ignacio (Polytechnic University of Valencia, Spain)

Chapter 5  
*E-Recruitment:*  
Holm Anna B. (Aarhus University, Denmark)

Chapter 6  
*The Importance of Psychological Contracts in Human Resource Management within the New Global Economy*  
Martínez-León Inocencia M. (Technical University of Cartagena, Spain)

Chapter 7  
*Strategic and Organizational Considerations Related to an E-Learning Model:*  
Calvo Nuria (University of A Coruña, Spain)  
Rungo Paolo (University of A Coruña, Spain)  
Moreno Ignacio (ICARINDI S.L., Spain)

Chapter 8  
*Organizational Commitment and Job Satisfaction:*  
Cañizares Sandra M. Sánchez (University of Córdoba, Spain)  
García Fernando J. Fuentes (University of Córdoba, Spain)

Chapter 9  
*The Role of Internal Communication in Commitment Management*  
Carazo José Antonio (Capital Humano, Spain)

Chapter 10  
*Staff Restructuring in the New Economy*  
Sánchez José Antonio Fernández (University of Alicante, Spain)  
Marhuenda Encarnación Manresa (University of Alicante, Spain)

Chapter 11  
*The Competency-Based Human Resource Management Model*  
Conca Jorge Valdés (University of Alicante, Spain)  
de Juana-Espinosa Susana (University of Alicante, Spain)

Chapter 12  
*Competencies 2.0:*  
Izquierdo-Pereira Jaime (NewMahwah - The Social Xperts Lab, Spain)  
Avilés-Palacios Carmen (Universidad Politécnica de Madrid, Spain)  
García-Alfonso Joaquín (Universidad Politécnica de Madrid, Spain)  
López-Quero Manuel (Universidad Politécnica de Madrid, Spain)

Chapter 13  
*Competence-Based Profile to Characterize Successful Entrepreneurs*  
Canós-Darós Lourdes (Polytechnic University of Valencia, Spain)  
Santandreu-Mascarell Cristina (Polytechnic University of Valencia, Spain)

Chapter 14  
*Cross-Cultural Competences in the New Economy*  
Martin-Rubio Irene (Universidad Politécnica de Madrid, Spain)  
Rodgers Drew (Oslo University College, Norway)  
Doving Erik (Oslo University College, Norway)

## Section 4: Leadership and Management Issues in the New Economy

Chapter 15  
*Leadership Talent Development in the New Economy*  
Manuel de Haro José (AGBAR Group, Spain)  
Carrión José Antonio (Opem Consultants, Spain)

Chapter 16  
*Management and Leadership of Innovative Work Teams*  
Gutiérrez Santiago (Castilla-La Mancha University, Spain)

Chapter 17  
*Listening and Leadership*  
Castaño Javier Pagán (Portsmouth University, UK)  
Benítez Dolores Garzón (Polytechnic University of Valencia, Spain)

Chapter 18  
*Analysis of Gender Equality in Higher Management Levels:*  
Calvo Nuria (University of A Coruña, Spain)  
Bastida María (University of Santiago de Compostela, Spain)  
Feás Jacobo (University of Santiago de Compostela, Spain)

## Order Your Copy Today!

Name: \_\_\_\_\_

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Country: \_\_\_\_\_

Tel: \_\_\_\_\_

Fax: \_\_\_\_\_

E-mail: \_\_\_\_\_

Enclosed is check payable to IGI Global in  
US Dollars, drawn on a US-based bank

Credit Card  Mastercard  Visa  Am. Express

3 or 4 Digit Security Code: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Account #: \_\_\_\_\_

Expiration Date: \_\_\_\_\_