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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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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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Human Resource Management and Competitive Advantage 1

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