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Resources Miscellaneous grade 1 2 language English abstract The transformation of human resource practices has been impacted by different factors including globalization compensation and benefits package and diversity initiatives For instance in the global competition firms are seeking for a talented pool of excellent workers to achieve a sustained competitive advantage Compensation and benefits package is another factor that has an impact on the future performance of human resource practices This is because compensation and benefits package are designed to attract retain and motivate employees for competitive advantage Human resource management is therefore moving away from a base pay system towards a pay for performance system in order to encourage and motivate employees without having to jeopardize their basic financial security It is also evident that diversity initiatives in human resource are getting wider attention owing to the impact of globalization and increase in job market Organizations have invested resources on diversity initiatives including workplace programs and benefits such as flexible work arrangement corporate sponsored employee affinity groups and diversity management staffs Various organizations have implemented various initiatives including diversity and equity in the workplace in order to enhance the performance of the firm People Management ,2003 The Future of Human Resource Mangement Michael Losey,Sue Mesinger,Dave Ulrich,2006-07-18 The Future of Human Resource Management features articles relating to the state of human resources from an international panel of experts The contributors span the spectrum from academics to consultants to practitioners Topics covered include bringing discipline to HR as a decision science understanding and managing people creating and adapting organizational culture globalization and its effects collaborative ventures and investing in the next generation of HR Understanding and Managing People Invest in the Next Generation of Human Resource Professionalism Learn to Master and Play New Roles Discern Create and Adapt Culture to Business Conditions Rethink Organizations as Capabilities Not Structures See HR as a Decision Science and Bring Discipline to It Create Mutually Collaborative Ventures Responding to Social Expectations and Public Policy and the Renewed Importance of Ethics Live Globally Act Locally **The Poets of the Future** Henry Thomas,1916 *Senate Documents* United States Senate,1872

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