

# **Contemporary Global Issues in Human Resource Management**

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# Contemporary Global Issues in Human Resource Management

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# Foreword

As is known, today, humans are among the most vital resources for all types of organizations that endeavor to survive in a hyper-competitive environment. However, effective management of humans and other valuable resources in an organization is also significant. In the literature, there are precious scholarly resources on Human Resources Management (HRM) issues from a more classical perspective. However, as is known, we are living in an age described by various names such as the “age of computers,” “digital age,” “digital era,” “knowledge era,” “technological age,” etc. Therefore, understanding the requirements of this new era and adapting HRM processes to these new requirements seem crucial. However, majority of the literature that recognized the significance of the digital age seems to be based on interactions between requirements of the new era and organizational structures, organizational leadership, etc., neglecting the issues associated with HRM in this new age to a great extent.

Therefore, without completely ignoring traditional issues, this book provides valuable insight into HRM in this new era. In addition to including certain relatively traditional issues on HRM such as “discrimination,” “diversity management,” “ethics,” and “work–family balance”; the book also includes certain contemporary and timely issues such as “agile workforce,” “digital transformation,” “globalization,” “human resource information systems,” “industry 4.0,” “knowledge-intensive firms,” “knowledge transfer,” etc. within the context of HRM. Thus, the current book has a big potential for bridging an important gap in the field. Furthermore, contributors to the book are from entirely different countries such as Australia, Colombia, India, Italy, Malaysia, and Turkey, which would help the acquisition of a global perspective by the readers on these current developments in the field.

No wonder there will be other books and articles in journals in the future that would endeavor to link HRM and the requirements of the digital age. However, it is inevitable that this book will be among the most beneficial initial steps in a long and arduous period of time. Finally, I also hope that the current book will create various benefits for HRM practitioners as well as individuals on the scholar circles.

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