

Preface

Human resource management (HRM) and technological challenges cover HRM and technology with special emphasis in what concerns the challenges and changes that new technologies have in human resources (HR) of modern organizations. It focus the challenges that HRM is facing in a new era, where organizations, integrating an environment characterized by high levels of competition, are suffering growing changes, namely in their technological dimension. Indeed, nowadays, and in order to obtain the necessary flexibility to respond to this competition, organizations are becoming more technologically sophisticated.

Drawing on the latest developments, ideas, research and best practice, this book intends to examine the technological implications of the last changes taking place and how they affect the management and motivation of HR belonging to these organizations. It looks for ways to understand and perceive how organizational HR, individually and as a team, conceptualize, invent, adapt, define, and use organizational technology, as well as how they are constrained by features of it.

Providing discussion and the exchange of information on principles, strategies, models, techniques, methodologies, and applications of HRM and technological challenges, this book aims to communicate the latest developments and thinking in what concerns the research activity relating to new information technology and HRM world-wide. It is designed to increase the knowledge and effectiveness of all those involved in HRM and technology whether in the profit or nonprofit sectors, or in the public or private sectors.

This book covers HRM and technological challenges in eight chapters. [Chapter 1](#) discusses *Micro-Political Conflicts and Institutional Issues During e-HRM Implementation in MNCs: A Vendor's View*. [Chapter 2](#) covers *Psychological Contracts in the Age of Social Networks*. [Chapter 3](#) contains information on *HRM as Challenge for the Top Management of Technology Start-Ups*. [Chapter 4](#) describes *People, Knowledge and Technology: Connecting the Dots from a Social Perspective*. Subsequently, [Chap. 5](#) covers *Comparing HRM Practices for R&D in Business and University Centres*. [Chapter 6](#) contains information on *Organisational Challenges of Human-Robot Interaction Systems in Industry: Human Resources Implications*. [Chapter 7](#) describes *The Staffing Process in a High-Technology Environment*. Finally, in [Chap. 8](#), *Human Resource Management and the Internet: Challenge and/or Threat to Workplace Productivity?* is presented.

Providing a channel of communication to disseminate the knowledge of HRM in a technological age between academics/researchers and managers, the present book can be used as a book for a final undergraduate management and engineering course or as a subject on HRM and technological challenges at the postgraduate level. It also can be used, as a useful reference, for academics, researchers, human resources managers, managers, engineers, and other professionals in related areas with HRM and technological challenges and changes. The interest of this book is evident for many institutes and universities throughout the world.

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Braga, Portugal
Aveiro, Portugal

Carolina Machado
J. Paulo Davim

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Machado, C.; Davim, J.P. (Eds.)

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