
Contents

Assessing the Added Value of Human Resource Management Practices	1
Maike Andresen	
Adding Value and HRM Practice	15
Dirk Buyens and Jasmijn Verbrigghe	
Realizing the Highest Value of Investments in Talent Management	31
Mariëlle Sonnenberg and Vera van Zijderveld	
How to Evaluate Employer Brands: A Monetary Approach	53
Pascal Güntürkün, Till Haumann, and Alfred Lukasczyk	
Assessing the Return on Investments in Human Resource Development	69
Cornelia Tonhäuser and Susan Seeber	
The Added Value of Expatriation	89
Yvonne McNulty	
A Look Into the Future: Is Working Time Freedom Apt to Add Value for Different Stakeholders?	107
Maike Andresen	
Creating Value Through Occupational Health Management	125
Karlheinz Sonntag and Ralf Stegmaier	
Investments in Work-Life-Balance Pay Off	147
Manfred Bührmann	
Investing in the Subjective Well-Being of Temporary Workers	163
Susanne Imhof	
Added Value of Employee Financial Participation	181
Erik Poutsma and Eric Kaarsemaker	

Does Employee Downsizing Really Work?	197
Deepak K. Datta and Dynah A. Basuil	
Determining Outcomes of HRM Practices	223
Wolfgang Becker, Bianca Brandt, and Harald Eggeling	

Human Resource Management Practices

Assessing Added Value

Andresen, M.; Nowak, C. (Eds.)

2015, VI, 235 p. 27 illus., Hardcover

ISBN: 978-3-319-08185-4