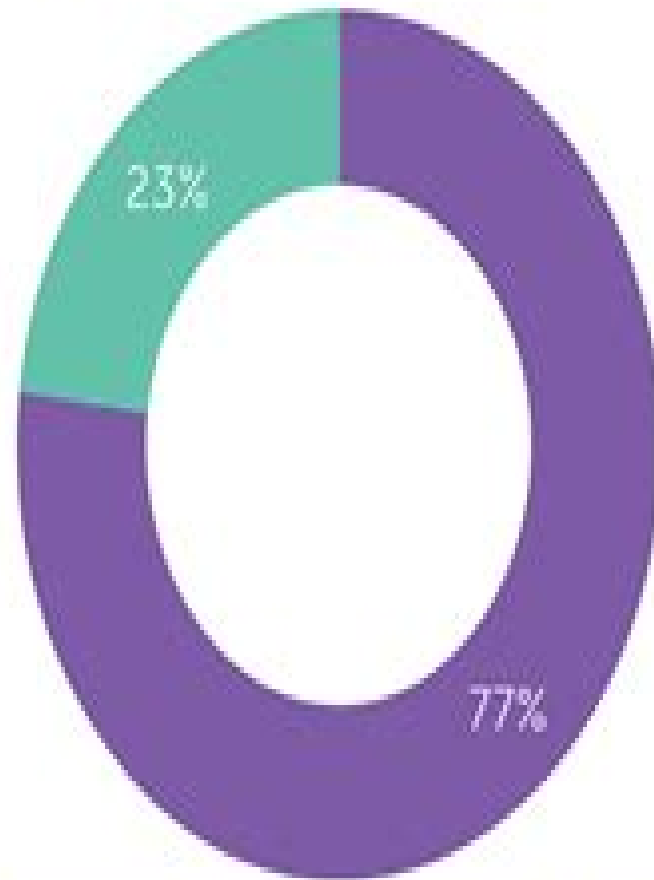


Remote work improves productivity



77% of employees confirmed improved productivity while working from home.

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Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians

Telecommuting Joel Kugelmass, 1995-03-15 Part I of Telecommuting provides all the information needed to familiarize the manager with all aspects of telecommuting including its benefits and potential pitfalls the variety of programs that can be chosen such as flextime flexplace and remote work centers and examples from private and public sector organizations that have been on the forefront of flexible work Joel Kugelmass discusses the selection of workers and jobs that are compatible with flexible work security and insurance issues as well as the technologies of telecommuting **Annual Report of the Director General U.S. Employment Service to the Secretary of Labor** United States Employment Service, 1919

Annual Report of the Director General U. S. Employment Service to the Secretary of Labor, 1919 Monthly Catalogue, United States Public Documents, 1995-10 Weathering the Storm: Innovation-Driven Human Resource Management Practices Regina Lenart-Gansiniec, Barbara A. Sypniewska, Jin Chen, 2023-01-01 Innovation driven human resource management practices A systematic review integrative framework and future research directions Abstract PURPOSE It is increasingly emphasized that human resource management practices HRMP which refer to recruiting and selection training and development compensation and performance appraisal are of great importance for creating innovation However the COVID 19 pandemic has shown that traditional HRMPs are already insufficient which entails the need to rethink and reformulate them in the direction of more effective innovation while also allowing organizations to survive COVID 19 like crises While there is an extensive literature on human resources management and innovation there is still no consensus on innovation driven HRMP This study aims to identify and synthesize most significant and trustworthy research contributions of innovation driven HRMP In addition to facilitate theory building in the field of HRMP this article consolidates the existing

knowledge into an integrative framework This framework can be used by future researchers to identify gaps and ambiguities in the meaning of innovation driven HRMP

METHODOLOGY The article presents the results of a systematic literature review of 71 empirical research articles referring to innovation driven HRMP from the Web of Science and Scopus databases

FINDINGS The systematic literature review allowed us to identify innovation driven HRMP taking into account three levels of analysis individual group and organizational with the latter level of analysis being dominant in previous publications Recognition of innovation driven HRMP taking into account the levels in question is included in an integrative framework which is the theoretical basis for guiding future research Our results confirmed the growing trend in the number of publications on the subject since 2010 Most researchers used a quantitative approach Based on the first author s affiliation authors from Great Britain contributed the largest number of publications Articles are published in various journals but mainly in those on human resources management The research took into account a variety of organizational contexts predominantly in dynamic and complex industries Our findings show that the current state of research on innovation driven HRMP confirms the need for further research in this area Based on this we provided thematic gaps and potential questions for future research divided into three levels of innovation driven HRMP

IMPLICATIONS Our systematic literature review allowed us to propose implications for future researchers planning to conduct research in the field of innovation driven HRMP

ORIGINALITY AND VALUE Our systematic literature review focuses on identifying innovation driven HRMP along with determining the current state of knowledge and future research directions in this area In addition we developed an integrative framework that aims at organizing existing literature but also at identifying promising future research directions into innovation driven HRMP

Keywords human resources management human resources management practices innovation innovation driven integrative framework systematic literature review thematic gaps emerging research directions Sustainable human resource management practices in organizational performance The mediating impacts of knowledge management and work engagement

Abstract

PURPOSE Modern business and global organizations are regularly presented with challenges caused by unpredictable competitive environments Human resource management HRM practices give sustainable opportunities for employees to use their abilities and express their enthusiasm to obtain skills and knowledge and to apply them at the workplace with a view to achieving engaged individuals and increasing organizational performance This article presents a recent study outcome to examine i the mediating role of knowledge management and work engagement and ii the effect of sustainable HRM practices on organizational performance

METHODOLOGY 500 self reported questionnaires were distributed to Jordanian university lecturers research population for data collection The study data were assessed with structural equation modeling SEM using IBM SPSS AMOS 25 0

FINDINGS Two pivotal outcomes were identified i sustainable HRM practices knowledge management and work engagement were positively associated with organizational performance ii knowledge management and work engagement played a mediating role in the sustainable HRM

practice organizational performance correlation IMPLICATIONS Overall employee cooperation proved essential to optimize organizational performance specifically during their engagement in sustainable HRM practices and knowledge management Finally the research proposed several practical recommendations and interventions on sustainable HRM for future research ORIGINALITY AND VALUE The research has provided proof of five variable relationships contained in the model Firstly organizational performance increased with sustainable HRM practices through knowledge management Secondly organizational performance increased with sustainable HRM practices through work engagement Thirdly work engagement increased with sustainable HRM through knowledge management Fourthly organizational performance increased with knowledge management through work engagement Fifthly organizational performance increased with sustainable HRM through knowledge management and work engagement Keywords sustainable HRM practices organizational performance knowledge management work engagement Ability Motivation Opportunity AMO theory Predictors of fairness assessment for social media screening in employee selection Abstract PURPOSE The purpose of this paper is to analyze the factors that determine the response of potential candidates to the screening of private represented by Facebook and professional LinkedIn social networking sites SNS for personnel selection purposes and in particular to examine how SNS screening in the personnel selection process is perceived by innovative candidates METHODOLOGY The empirical data were obtained through an e questionnaire survey among c 150 young Polish Internet users in 2021 Multiple linear regression with backward elimination was used to determine the predictors of perceived justice of Facebook and LinkedIn screening in the selection process FINDINGS The results confirmed previous scientific findings that the perceived justice of Facebook cybervetting is significantly lower than for LinkedIn and the privacy invasiveness of Facebook screening was rated significantly higher than for LinkedIn The results of linear regression with backward elimination indicated that among the assumed factors influencing the perceived justice of Facebook and LinkedIn screening in the selection process i e privacy invasiveness personal innovativeness self image management risk aversion ability to control a social networking site s information above average performance self assessment a general concern for internet privacy and in the case of LinkedIn having an account on LinkedIn the perceived privacy invasiveness is the best predictor of perceived justice of both private Facebook and professional LinkedIn social networking site screening for personnel selection purposes Also the candidate s self image management affects the perceived justice of both types of social media used as selection tools whereas personal innovativeness increases the acceptance of private social media Facebook scanning for this purpose IMPLICATIONS This study contributes to the body of knowledge regarding the perceived justice of ICT based selection tools and of social networking site screening for personnel selection purposes in particular It expands the knowledge about the applicability of social networking site content analysis of Polish users especially of innovative candidates The paper also provides some practical recommendations to help organizations apply social media content analysis in a way that minimizes potential

candidates perception of privacy invasiveness and increases their fairness perception ORIGINALITY AND VALUE It is the first application of a cybervetting scale on a Polish sample that is advantageous in terms of comparability of data from different countries We found that activities focused on creating one's online image foster a higher acceptance of cybervetting that can diminish predictive validity of this type of selection practices Keywords social networking sites ICT based selection tools employee selection fairness assessment cybervetting Overcoming the pitfalls in employee performance evaluation An application of ratings mode of the Analytic Hierarchy Process Abstract PURPOSE Employee performance evaluation is a common exercise conducted in many organizations Employees need to know the feedback on their performance from the management Often the results of performance evaluation exercises are used for promotion confirmation in service and awarding of bonuses for employees However the performance evaluation exercise often meets with criticism due to the presence of subjective factors and specifically the way in which these factors are handled The purpose of the present paper is to show how the Ratings mode of the Analytic Hierarchy Process AHP can be applied to evaluate employee performance using objective as well as subjective criteria METHODOLOGY The whole AHP exercise for the present employee performance evaluation has been shown through a case study on CLSB a company in Kuala Lumpur Malaysia Four senior managers and the Managing Director of the company were involved in all phases of the present evaluation exercise including elicitation of the criteria sub criteria and assigning weights to them The AHP data were analyzed using software called AHP Calc version 24 12 13 developed by Klaus D Goepel and available online In particular the Ratings mode of AHP was used to evaluate employees performance at CLSB FINDINGS Five criteria namely Services Quality Financial Timing and Teamwork are found to be important for the evaluation of employee performance at CLSB Each of these criteria has sub criteria Harmonious work Skills and Punctuality are found to be the three most important sub criteria for the present evaluation exercise The outcome of the evaluation exercise provides an ordered set of ranks of 20 employees working in the company Apart from the application of AHP for performance evaluation an ordered set of detailed rubrics for all the criteria have been developed The rubrics provide precise guidelines to the evaluators at the time of evaluating employees performance IMPLICATIONS An evaluation scheme that is scientific and systematic such as the present one will minimize criticism levied against the performance evaluation exercise Once the employees are aware of the criteria and sub criteria set along with the associated weighting scheme and the evaluation process itself they will be motivated to perform their tasks and discharge their duties accordingly Hence employee job satisfaction and productivity are expected to increase This will bolster not only the employees morale but also the organization's overall performance ORIGINALITY AND VALUE In the literature many schemes are available to evaluate employees performance But often these methods are criticized as they either take all the criteria of evaluation as equally important or they lack the capability to strike a balance between objective and subjective factors The main contribution of the present work is to show how AHP can alleviate the above drawbacks of the existing methods The

present research work has developed a performance evaluation method which is simple and straightforward and the detailed steps have been elaborated on how the method can actually be applied to measure the performance of employees The method can be applied to measure employees performance of other companies with the necessary modification of the criteria set and assigning appropriate weights to them Keywords employee performance employee performance evaluation reward training need AHP Ratings The influence of e trust on a job performance model based on employees dynamic capabilities during a crisis caused by a Black Swan event Abstract PURPOSE In a crisis such as the COVID 19 pandemic employees play a key role in the ability to survive and achieve both sufficient and outstanding performance in the organization Therefore both the characteristics of people in the organization and the possibility of influencing the improvement of their performance at work have become the focus of attention of scientists and practitioners In this context the purpose of this article is to analyze the role of e trust in strengthening the influence of employees dynamic capabilities on the job performance of employees among organizations operating under the conditions of the COVID 19 pandemic METHODOLOGY An empirical study was performed based on the Employees Dynamic Capabilities model In order to verify the potential relations empirical studies were conducted in 1200 organizations located in Poland Italy and USA The companies were selected on the basis of the purposive manner The structured questionnaire was prepared and the CAWI Computer Assisted Web Interview method was used in this research The reliability of the scales used in the survey was tested and afterwards a multigroup path analysis was performed using IBM SPSS AMOS The model was verified confirming the presumed relationships between the variables FINDINGS It has been proven that the higher the level of e trust is the stronger the influence of EDC is on job performance of organizations operating under a crisis caused by a Black Swan event mediated by P J fit work motivation job satisfaction and work engagement IMPLICATIONS This study contributes to the current knowledge of management in particular human resource management In the theoretical area the relationships between the factors influencing job performance in the difficult conditions of the crisis caused by the Black Swan event were described On the other hand from a practical point of view indications on how to shape leadership behavior during remote work with particular emphasis on the e trust aspect seem to be important ORIGINALITY AND VALUE This research enriches the considerations regarding the existing Employees Dynamic Capabilities model The role of the e trust factor which is an important part of e leadership in the context of the impact on this model was indicated and discussed The conclusions are a solid step in the development of knowledge about managing employees during remote work which not only became a solution for the time of the crisis but was also permanently introduced to the current work organization Keywords management e trust employee dynamic capabilities person job fit motivation satisfaction work engagement job performance

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and numerous other industrial and consumer products because of the lucrative market for this product this design project focuses on the optimization of an acrylic acid plant due to