



## How Do Culture-Based Values Affect the Efficiency of IHRM Practices?

By Verena Trestl

VDM Verlag. Paperback. Book Condition: New. Paperback. 212 pages. Dimensions: 8.7in. x 5.9in. x 0.5in. The effectiveness of management practices depends to a large extent on the level of satisfaction of the workforce. Satisfaction arises when the individual's perception of its (work) environment matches its expectations. Expectations, as they are constructs of values, will be met by creating a fit between the person's values and its environment. This is what makes HRM play a new role: identifying culture-based diverse values and aligning its practices properly to ensure PE, PJ, and PO fit. The present book is an excellent summarizing guide for scholars who require a compact view on definitions of culture, its concepts, and cultural value dimensions. It further provides a detailed report on individual, work, and managerial values and illustrates the impact of national culture on these. Besides, it offers a comprehensive view on PE, PJ, and PO fit and allocates a compilation of studies regarding relevant outcomes. This item ships from multiple locations. Your book may arrive from Roseburg, OR, La Vergne, TN. Paperback.

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