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B. Strategic human

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resource management is the pattern of planned human resource deployments and activities intended to enable an organization to achieve its goals. C.

Components of the Strategic Management Process—There are two distinct phases of this process (Figure 2.2 in the text).

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depends on how it manages its resources. A firm's resources propel it toward its goals, just as an engine

Human Resource Management and Competitive Advantage 1

To have an effective job description, the human resource management of a company should conduct an effective job analysis, which is

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the systematic process of collecting information that identifies similarities and differences in the work (Book).

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