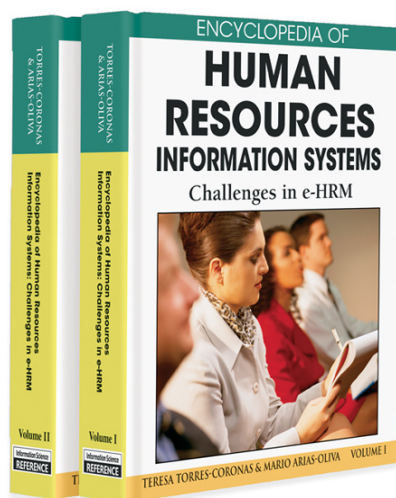


New Release

July 2008

Encyclopedia of Human Resources Information Systems: Challenges in e-HRM



Edited by: Teresa Torres-Coronas and Mario Arias-Oliva, Universitat Rovira i Virgili, Catalonia

13-digit ISBN: 978-1-59904-883-3

1,010 pages; 2009 Copyright

Price: US \$595.00 (hardcover + online access*)

Pre-pub price[§]: US \$545.00

Online Access only^{**}: US \$525.00

Illustrations: figures, tables (8 1/2" x 11")

Translation Rights: World

*Paperback is not available. [§]Pre-pub price is good through one month after publication. ^{**}Online access is for libraries and is good for the life of the edition.

“Recognizing the need for substantive revision on the HRM field, this Encyclopedia is a star to analyze the management of people in the IT society through 132 chapters organized in nine separated sections.”

**-Teresa Torres-Coronas,
Universitat Rovira i Virgili,
Catalonia**

Driven by significant internal and external forces, human resource management (HRM) has evolved from largely a maintenance function, to what many scholars and practitioners regard as a source of sustainable competitive advantage for organizations. In the information era, it is important for organizations to progressively incorporate technology into their processes.

The **Encyclopedia of Human Resources Information Systems: Challenges in e-HRM** rigorously analyzes key critical HR variables and defines previously undiscovered issues in the HR field. With approximately 150 articles from the world's leading experts on the state of HRM technology, this comprehensive reference source is essential to academic libraries and to practitioners and academics seeking to understand all dimensions related to managing people in the information society.

Subject:

Business/Management Information Technology and Systems; Internet and Web Technologies and Services; Information Security, Privacy, and Ethics; Knowledge Management; Human, Behavioral, and Social Aspects of Technology

Market:

This comprehensive two-volume encyclopedia is essential to the reference collections of all academic, research, and corporate libraries, as well as anyone required to integrate basic HR activities and processes with the information technology age. Corporate IT and human resource managers will find this reference invaluable. Researchers, software/system developers, educators, managers, practitioners, and students in a full range of business and IT-related fields will also benefit.



Excellent addition to your library! Recommend to your acquisitions librarian.

www.info-sci-ref.com

Encyclopedia of Human Resources Information Systems: Challenges in e-HRM

Edited by: Teresa Torres-Coronas and Mario Arias-Oliva,
Universitat Rovira i Virgili, Catalonia

Contributors

Adeniji Anthonia Adenike, Covenant University, Nigeria
Niv Ahituv, Tel Aviv University, Israel
Benjamin Oyegoke Akinyemi, Commonwealth Open University, UK
Maria Assumpta Aneas, Universitat de Barcelona, Spain
Andre L. Araujo, University of Canterbury, New Zealand
Punit Arora, Syracuse University, USA
Dianne Hall, Auburn University, USA
Joseph Abiodun Bello, Covenant University, Nigeria
Giuseppe Berio, Università di Torino, Italy
Evandro Bocatto, Universitat Rovira i Virgili, Spain
Dino Ruta, Bocconi University, Italy
Tanya Bondarouk, University of Twente, The Netherlands
Marina Burakova-Lorgnier, University of Montesquieu Bordeaux, France
Ralf Burbach, National University of Ireland, Ireland
Martin Burgard, Saarland University, Germany
Miguel Blanco Callejo, Rey Juan Carlos University, Spain
Brian H. Cameron, The Pennsylvania State University, USA
Benet Campderrich, Universitat Rovira i Virgili, Spain
Lourdes Canós-Darós, Polytechnic University of Valencia, Spain
Leonardo Caporarello, Bocconi University, Italy
Paul Capriotti, Universitat Rovira i Virgili, Spain
José M. Carretero-Gómez, University of the Balearic Islands, Spain
Wendy R. Carroll, Acadia University, Canada
Cristina Casado-Lumbreras, Universidad Complutense, Madrid, Spain
Thomas L. Case, Georgia Southern University, USA
Francisca Castilla-Polo, University of Jaén, Spain
Casey G. Cegielski, Auburn University, USA
Chen H. Chung, University of Kentucky, USA
Ricardo Colomo-Palacios, Universidad de Carlos III,

Madrid, Spain
José-Rodrigo Córdoba, University of Hull, UK
Ana Maria Ramalho Correia, INETI, Portugal
Gonçalo Costa, De Montfort University, UK
Sharon Cox, Birmingham City University, UK
Krista J. Crawford-Mathis, Capella University, USA
Maria José Cristófolo-Acevedo, Jerez Hospital, Spain
Eric Deakins, University of Waikato, New Zealand
Geoffrey N. Dick, Australian School of Business, Australia
Anke Diederichsen, Saarland University, Germany
Pamela Marie Dixon, Wayne State College, USA
Dorothy G. Dologite, Baruch College, USA
Tony Dundon, National University of Ireland, Ireland
Noam Ebner, Taclit Mediation and Negotiation Training, Israel
Alev M. Efendioglu, University of San Francisco, USA
Esin Esendal, University of Virginia, USA
Dalia Etzion, Tel Aviv University, Israel
Monica Evans, University of Mississippi, USA
Souha R. Ezzedeen, York University, Canada
Shirley Fedorovich, Embry-Riddle University, USA
José Antonio Fernández-Sánchez, University of Alicante, Spain
Gary W. Florkowski, University of Pittsburgh, USA
Francisco Javier Forcadell, Universidad Rey Juan Carlos, Spain
Kerstin Fritsch, Centre of Human Resource Information Systems, Germany
Juha Kettunen, Turku University of Applied Sciences, Finland
James J. King, University of Georgia, USA
Kathleen P. King, Fordham University, USA
Shaun C. Knight, The Pennsylvania State University, USA
J. Kratzer, University of Groningen, The Netherlands
Habil. Rainhart Lang, Chemnitz University of Technology, Germany
José A. Lastres-Segret, University of La Laguna, Spain
Gloria Lau, Victoria University of Wellington, New Zealand

Jaqueline A. Gilbert, Middle Tennessee State University, USA
Juan Miguel Gómez-Berbers, Universidad de Carlos III, Madrid, Spain
Óscar González-Benito, University of Salamanca, Spain
Veronique Guillouf, Université Paris 12 Val de Marne, France
Indira R. Guzman, TUI University, USA
Bettie C. Hall, HI Consulting, USA
Crystal M. Harold, IUPUI, USA
Charmine E. J. Härtel, Monash University, Australia
Mounira Harzallah, Laboratoire d'Informatique de Nantes Atlantique, France
Lauren Edelstein Henry, Pennsylvania State University, USA
Robert Hoell, Georgia Southern University, USA
Val Hooper, Victoria University of Wellington, New Zealand
Jeffrey Hsu, Fairleigh Dickinson University, USA
Amy E. Hurley-Hanson, Chapman University, USA
Nancy A. Inskip, HI Consulting, USA
Michael Jeffries, The University of Tampa, USA
Ana Isabel Jiménez-Zarco, Open University of Catalonia, Spain
Luiz Antonio Jôia, Getulio Vargas Foundation, Brazil
Rhoda C. Joseph, Pennsylvania State University, USA
Susana de Juana-Espinosa, University of Alicante, Spain
Michel Kalika, Université Paris Dauphine, France
Anastasia A. Katou, University of Macedonia, Greece
Tobias Keim, Centre of Human Resource Information Systems, Germany
Marko Kesti, University of Lapland, Finland
Juha Kettunen, Turku University of Applied Sciences, Finland
James J. King, University of Georgia, USA
Kathleen P. King, Fordham University, USA
Shaun C. Knight, The Pennsylvania State University, USA
J. Kratzer, University of Groningen, The Netherlands
Habil. Rainhart Lang, Chemnitz University of Technology, Germany
José A. Lastres-Segret, University of La Laguna, Spain
Gloria Lau, Victoria University of Wellington, New Zealand

Florence Laval
Doris Lee, Pennsylvania State University, USA
Roger Th.A.J. Leenders, University of Groningen, The Netherlands
Rebecca Nthogo Lekoko, University of Botswana, Botswana
Yvan Leray, Université de Bretagne Occidentale, France
Xiaoya Liang, Fudan University, China
Jan Kees Looise, University of Twente, The Netherlands
Stephen Lunce, Midwestern State University, USA
Kenneth D. Mackenzie, University of Kansas, USA
Lisa A. Mainiero, Fairfield University, USA
Gregory G. Manley, University of Texas at San Antonio, USA
Alfonso Miguel Márquez-García, University of Jaén, Spain
Maria Pilar Martínez-Ruiz, University of Castilla-La Mancha, Spain
Marick F. Masters, University of Pittsburgh, USA
Jacqueline Mayfield, Texas A&M International University, USA
Milton Mayfield, Texas A&M International University, USA
José Aurelio Medina-Garrido, Cadiz University, Spain
Ángel L. Meroño-Cerdán, Universidad de Murcia, Spain
Anabela Mesquita, ISCAP / IPP, Portugal
Alok Mishra, Atilim University, Turkey
Robert J. Mockler, St. John's University, USA
L. W. Murray, University of San Francisco, USA
Todd Nilson, Talent Acquisition Partners, USA
Kevin P. Nolan, Bowling Green State University, USA
Milorad Novicevic, University of Mississippi, USA
José M. Núñez-Gorrín, University of La Laguna, Spain
Ewan Oiry, Université de la Méditerranée, France
Miguel R. Olivás-Luján, Clarion University, USA
Bonnie S. O'Neill, Marquette University, USA
Diana Benito Osorio, Universidad Rey Juan Carlos, Spain
Herwig Ostermann, University for Health Sciences, Medical Informatics and Technology, UK
Siti Zubaidah Othman, The University of Western Australia, Australia

Benjamin Oyegoke Akinyemi, Commonwealth Open University, UK
Ahmet Özbek, Iremis Consultancy, Turkey
Leda Panayotopoulou, Athens University of Economics and Business, Greece
Daria Panina, Mays Business School, USA
Raymond Papp, The University of Tampa, USA
Emma Parry, Cranfield School of Management, UK
Larry E. Pate, Loyola Marymount University, USA
Anda Paul, University of Erlangen-Nuremberg, Germany
Ferdinando Pennarola, Bocconi University, Italy
Eloisa Pérez-de-Toledo, Universitat Rovira i Virgili, Spain
Mario Pérez-Montoro, University of Barcelona, Spain
John Perkins, Newman College of Higher Education, UK
Franca Piazza, Saarland University, Germany
Jeffrey M. Pollack, Virginia Commonwealth University, USA
Roman Povalej, University of Karlsruhe, Germany
Michael J. Provitera, Barry University, USA
Jonas F. Puck, University of Erlangen-Nuremberg, Germany
Pramilia Rao, Marymount University, USA
Kathryn J. Ready, Winona State University, USA
Elena Revilla, Instituto de Empresa, Spain
Rosemarie Reynolds, Embry-Riddle University, USA
Eva Rimbau-Gilabert, Open University of Catalonia, Spain
Barbara A. Ritter, Coastal Carolina University, USA
Dino Ruta, Bocconi University, Italy
Giovanni Maria Sacco, Università di Torino, Italy
José Sánchez-Alarcos, Quasar Aviation, Spain
Raymond Saner, Centre for Socio-Eco-Nomic Development, Switzerland
Zuzana Sasovova, Vrije Universiteit Amsterdam, The Netherlands
José Antonio Lastres Segret, Universidad de la Laguna, Spain
Paul M. Shelton, Colorado State University, USA
Daphna Shwarts-Asher, Tel Aviv University, Israel
José Antonio Alves Silva, Inde-

pendent Consultant, Brazil
Craig Van Slyke, Saint Louis University, USA
Bettina Staudinger, University for Health Sciences, Medical Informatics and Technology, UK
Roland Staudinger, University for Health Sciences, Medical Informatics and Technology, UK
Jari Stenvall, University of Lapland, Finland
Peter Stokes, University of Central Lancashire, UK
Stefan Strohmeier, Saarland University, Germany
Sherry E. Sullivan, Bowling Green State University, USA
Antti Syväjärvi, University of Lapland, Finland
Siri Terjesen, Queensland University of Technology, Australia
Magdalena Thoeni, University for Health Sciences, Medical Informatics and Technology, UK
María del Carmen Triana, Texas A&M University, USA
Baiyin Yang, Tsinghua University, China
Alfonso Urquiza, Universidad Francisco de Vitoria, Spain
Jorge Valdés-Conca, University of Alicante, Spain
J.M.L. van Engelen, University of Groningen, The Netherlands
Marc-André Vilette, University of Savoie, France
Peter M. Wald, University of Applied Sciences, Germany
John Wang, Montclair State University, USA
Victor C. X. Wang, California State University, USA
Peter Weiß, University of Karlsruhe, Germany
Tim Weitzel, Centre of Human Resource Information Systems, Germany
Janusz Wielki, Opole University of Technology, Poland
Michael Williams, Embry-Riddle University, USA
Gonca Telli Yamamoto, Okan University, Turkey
Ruiliang Yan, Virginia State University, USA
James Yao, Montclair State University, USA
Lichia Yiu, Centre for Socio-Eco-Nomic Development, Switzerland
Thomas J. Zagenczyk, Clemson University, USA
Yanli Zhang, Montclair State University, USA

About the Editors:

Teresa Torres Coronas, PhD, has a bachelor's degree in economics (Barcelona University) and a Ph.D. in management (Rovira i Virgili University). She won first prize in the 2000 edition of EADA related management research. She is the author of the book *Valuing Brands* (Ediciones Gestión 2000, Spain), co-author of the book *Retrieve Your Creativity* (Septem Ediciones, Spain), co-editor of the book *Changing the way you teach: Creative tools for management education*, (Septem Ediciones, Spain, in press), and author of many articles and conference papers about intangible management, management education, and applied creativity and TI. She is management professor at the Universitat Rovira i Virgili, and she is one of the Spanish associates of the Center for Research in Applied Creativity (in Canada). She is an active member of the Management Education and Development Division (Academy of Management) and the Information Resources Management Association.

Mario Arias has a PhD in Management by Rovira Rovira i Virgili University. His PhD research was about Virtual Organizations. He attended several courses at Erasmus Universiteit Róterdam and MBA courses at Rotterdam School of Management, Holland. He is professor at Rovira i Virgili University in the Management area. Dr. Arias collaborate as well with the Center for Computing and Social Responsibility, De Montfort University, UK. In 2002 become International Research Associate of this Center. He has conducted several research projects as, "Self-employment analysis in Spain" (Edited by the Spanish Economic Ministry) or "The relationship between training consultancy organizational design and strategy: the effects on quality and performance of training services" (Edited by the Spanish Union "Unión General de Trabajadores, UGT"). Mario Arias has been invited as speaker to several MBA programs, seminars, courses and International Conferences: Autónoma University of Madrid, Vigo University, Rey Juan Carlos of Madrid University, Politecnico University of Madrid, De Montfort University (UK), Unisinos (Brazil) Autónoma del Sur (Chile), Atacama University (Chile), UNICEN University (Argentina) and UCES (Argentina).

Excellent addition to your library! Recommend to your acquisitions librarian.

www.info-sci-ref.com