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Areas; and the goal of becoming a "Solutions Bank," one that will marshal the vast reserves of evidence and experiential knowledge across the five World Bank Group agencies and apply them to local problems. With more than 280 entries arranged in encyclopedic A-to-Z format, readers can easily find up-to-date information about the five agencies of the World Bank Group and the wide range of areas in which they work: from agriculture, education, energy, health, social protection and labor to gender, jobs, conflict, private sector development, trade, water and climate change. The World Bank

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Group's work in all of these areas now focuses on two new twin goals: eliminating extreme poverty by 2030 and boosting shared prosperity of the poorest 40 percent in every developing country.

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The World Bank Group A to Z provides ready-reference insight into the history, mission,

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organization, policies, financial services, and knowledge products of the world's largest anti-poverty institution.

A detailed overview of human resource management from a strategic perspective is provided in this text. To illustrate this approach, a human resource management model is tied to the strategic planning process, and then this model is utilized throughout the book to explain how subjects interrelate. By introducing key definitions, concepts and background in the beginning of the text, students have a foundation for understanding

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the later discussions on strategic management, strategic planning, portfolio planning, and strategy-human resource linkages. Also emphasized is human resource issues outside of the human resource departments. Subsequent chapters review the relationships among various human resource management activities, the organization's strategies, and the company's external influences, including labour force characteristics, governmental regulations, labour unions, and cultural variations. This text also evaluates how to align corporate strategy and human resource practice by

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considering various approaches to cost/benefit analysis and the costing of human research activities.

The concept of strategic human resource management has developed widely in the last couple of years, especially because of the impact of human resources on the competitiveness of organizations. The development of human resource strategies

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involves taking into account their multiple mutual dependencies and the fact that they must be vertically integrated with the business strategy. These strategies define the intentions and plans related to the overall organizational considerations, such as organizational competitiveness, effectiveness or image, and to more specific aspects of human resources management, such as resourcing, motivating, valuating, learning and development, reward and employee relations. Strategic management of human resources provides a large perspective on the way critical issues or success factors

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related to people can be addressed and how different concepts of strategic decisions are made, with long-term impacts on the behavior and success of the organization. The fundamental objective of human resource strategic management is to generate strategic capabilities by ensuring that the organization has the high-qualified, committed and well-motivated employees it needs to achieve and sustain the competitive advantage. The emergence of strategic human resource management (SHRM) is influenced by global competition and the corresponding search for sources of a sustainable

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competitive advantage. SHRM has achieved its prominence because it provides a means by which business firms can enhance the competitiveness and promote managerial efficiency. It facilitates the development of human capital that meets the requirements of a competitive business strategy, so that organizational goals and the mission of the organization will be achieved. The HRM system is defined as "a set of distinct but interrelated activities, functions and processes that are directed at attracting, developing, and maintaining (or disposing of) a firm's human resources." Many agree that

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HRM is the most effective tool which contributes to the creation of human capital, and in turn, contributes to organizational performance and the competitive advantage. This book puts emphasis on understanding the role of HRM between organizations and people and provides an analytical approach toward encompassing HRM, employment relations, and organizational behavior. As a management discipline, HRM draws insights, models and theories from cognate disciplines and applies them to real-world settings. Further, this book discusses how current theoretical perspectives and frameworks (e.g., those

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related to strategic competitiveness, knowledge management, learning organization, communities of practice, etc.) can be applied by reflective practitioners to create an eco-friendly organizational culture.

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