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B. Strategic human resource
management is the pattern of planned
human resource deployments and

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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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a company's ability to gain and maintain
market share in an industry. human

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resource management. policies,
practices, and systems that influence
employees' behavior, attitudes, and
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Human resource management :

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gaining a competitive ...

To have an effective job description, the human resource management of a company should conduct an effective job analysis, which is the systematic process of collecting information that identifies similarities and differences in the work (Book).

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