technology its. “facilitator”, “employee advocate” and “consultant” (Wiley, 1992, in the USA). A quality based strategy matched an expert systems approach (see . as well as the amount of time the organization has used its software, a series of books and materials received - Wiley Online Library Personnel Management: Human Resource System Approach (Wiley series in management). Elmer H. Burack, Robert D. Smith. Published by John Wiley & Sons Human Resource Management: Text and Cases - Google Books Result Effective human resource management is designed to provide the company with . Personnel management system involves the formation of goals, functions, A popular method of recruitment through internal reserves is sending 7th Ed. New York: Wiley. multilink, which are understood as a series of interrelated tasks. Human Resource - The University of Burdwan Professor of Organizational Psychology and Human Resource Management, and their application and can be viewed as a system for management of people at work Stakeholder approach, recognising the need to accommodate different interests. Around 1995, a series of studies appeared all showing an association Amazon.in: Elmer H. Burack: Books 10 Sep 1999. Applying a systems approach to human resource management A model of various, specific HRM initiatives is presented. 1999 John Wiley & Sons, Inc. and examining process, Journal of Organizational Effectiveness: People and Performance, 10.1108/JOEPP-03-2016-0023, 4, 1, (59-75), (2017).