

# Human resource management assignment



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They raised me with love for education, love for science. Especially, thank my mother. She is my greatest support and constant inspiration. I guess it was hard for them to understand what am I doing but many times they tried to sit and grasp what this Ph. D. Is all about.. In the end it' all about a continuous learning process, sharing Of ideas and moments, building friendships along the way, discovering that although we are coming from different parts of the world, 4 we have more things in common than differences, and showing to those who always believed we can... Hat they were right. Gracing. Abstract This thesis comprises three essays on human resource management. The ... Rest one studies the effect of on-the-job training on ... Firm productivity using a micro-dataset of a large ... Firm in Greece for the period 2005 to 2006. The data consist of daily observations on the productivity of the same workers tracked before, during, and after the receipt of training. Overall, the empirical ... Findings show that after the implementation of on-the-job training, productivity improves by almost 6. Percent. Results are further complemented by providing alternative evidence and interpretations for the training effect observed. The second essay tests how high performance work practices, and work uncertainty are associated with employee overtime as an indicator of work intensity... Action. It proposes a multiple mediator model in which different practices act as mediating mechanisms between work uncertainty and employee overtime. Hypotheses are tested using the European Working Conditions Survey (EWES) of 2005.

Results indicate that practices such as training, task rotation, and teamwork consistently appear to have a positive association with employee overtime, while discretion mechanisms have a negative or no association with it, Work

uncertainty appears to have a strong and positive relationship with employee overtime as well; however, the mediating role of high performance work practices seems to account for some, but not all, of this relationship. The third paper examines the link between task characteristics, employee learning and career prospects.

It aims to address this issue by developing a set of hypotheses testing how task variety versus task specialization is related to employee learning, and employee career prospects within an organization. Additionally, it examines the interactive effects of giving employee discretion, and deterrent tasks assignments on individual learning and employee career prospects respectively. Hypotheses are evaluated by analyzing data from the fourth and the ... Fifth wave of the European Working Conditions Survey.

Results indicate that employees exhibit higher learning and higher intentions for career growth when their jobs involve unrelated task rotation, and complex tasks rather than related task rotation and monotonous tasks. Estimates support the complementarity hypothesis as well; however, show that deterrent types of employee discretion once adherently the relationships of interest. The main ... Findings produced add to the development of a comprehensive theory for integrating task assignments, learning and career prospects. The main contributions of each paper can be summarized as follows.

In the ... Rest paper, the dataset provides an unusual opportunity of using direct measures of ... Arm productivity, exact information on content, length, purpose of training, and owners the possibility to monitor the ... Arm over

some time. The before-and-after body of information along with the training activity that took place at a species... C point in time provide a unique laboratory to address methodological challenges encountered throughout this line of research; particularly the problems of unobserved heterogeneity and nonentity of training.

This makes an important contribution to previous literature that had dice cult in isolating and then assuring accurately the impact of training. In the second paper, the study focuses on how high performance work practices are related to work intense... Action in the form of longer working hours. In this context, empirically basic hypothesis concerning the implications of working longer has generally not been tested. As it appears, there is scarcity of data availability on retort and much of the measures on work intense... Action are in a subjective form. However, spending longer hours at work as a more objective measure has been highly neglected. The paper aims to ... II this gap. Further, it gives emphasis to other sign... Can factors contributing to work intense... Action, and in particular examines how uncertainty at work could be driving some of the employee overtime. It adds to previous literature by arguing that this positive relationship could be mediated by the implementation of high performance work practices.

If it is accepted that this has been an era of work intense... Action, then a better knowledge of possible sources of work intense... Action contributes to our understanding of this phenomenon. In the third paper, it is pointed out that research on careers has examined whether rotating employees is a means through which individuals learn and develop their careers. 7 Here, it is conjectured though that the type of rotation might be of deterrent

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importance in mining learning and, by extension, the way individual careers are shaped.

Also, it departs from previous research by supporting the idea that task assignments must be combined with a certain level of discretion, aiming to observe whether career advancement can be better leveraged through the possible complementarities between task assignments and employee discretion. Finally, previous ... Findings seem somehow inconclusive and they often vary depending on the context. The latter issue is addressed using broader datasets to evaluate the hypothesized relationships. Results estimate; computer models are poor trees anyway so be the guest; in De re occurs humans.