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companies have an
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autonomy and control in the interests of the organization. The emphasis is on intrinsic control and intrinsic rewards.

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called 'black box'
between human
resource
management
(HRM) and
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HR practices, the
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relationship ...*

The notion of best-
practice or 'high-
commitment' HRM

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was identified initially in the early US models of HRM, many of which mooted the idea that the adoption of certain 'best' human resource practices would result in enhanced organisational performance, manifested in improved

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employee attitudes and behaviours, lower levels of absenteeism and turnover, higher levels of skills and therefore higher productivity, enhanced quality and efficiency.

*Best-practice
SHRM: high-
commitment*

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Professor Michael
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the high-
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organization looks
like and provides
practitioners with
the transformation
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them get there.

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keep commitment
at high level
“calling all the
shots”. A high
commitment
system is unusual
in its job design
and cultural
structure. These
practices
emphasize getting
the tasks complete,
but do it in a way

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that their
employees enjoy
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2.2.2.1. practices
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commitment

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strategy 43 2.2.2.2.

dimensions of the
high commitment
strategy 48 2.2.3.

high commitment
management and
related terms 52

2.3. the strategic
relevance of high
commitment

management 54

2.3.1. contribution
of strategic
management to

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the field of hrm 54
2.3.2. modes of
theorising between
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