

The Brave New World of eHR

Human Resources Management in the Digital Age

Hal G. Gueutal, Dianna L. Stone

Editors

Foreword by Eduardo Salas

JOSSEY-BASS™

An Imprint of

® WILEY

Contents

Foreword	xiii
Eduardo Salas	
Preface	xv
Hal G. Gueutal and Dianna L. Stone	
The Authors	xxi
From Personnel Administration to Business-Driven Human Capital Management: The Transformation of the Role of HR in the Digital Age	1
Patricia A. K. Fletcher	
e-Recruiting: <u>Online</u> Strategies for Attracting Talent	22
Dianna L. Stone, Kimberly M. Lukaszewski, Linda C. Isenhour	
e-Selection	54
Jerard F. Kehoe, David N. Dickter, Daniel P. Russell, Joshua M. Sacco	
Research-Based Guidelines for Designing Distance Learning: What We Know So Far	104
Eduardo Salas, Renee E. DeRouin, Lisa N. Littrell	
eHR and Performance Management: A Consideration of Positive Potential and the Dark Side	138
Robert L. Cardy, Janice S. Miller	
e-Compensation: The Potential to Transform Practice?	166
James H. Dulebohn, Janet H. Marler	
eHR: Trends in Delivery Methods	190
Hal G. Gueutal, Cecilia M. Falbe	

8	The Effects of eHR System Characteristics and Culture on System Acceptance and Effectiveness	226
	Eugene F. Stone-Romero	
9	The Next Decade of HR: Trends, Technologies, and Recommendations	255
	Row Henson	
	Name Index	293
	Subject Index	299