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*International Journal of*

**HUMAN  
RESOURCES  
DEVELOPMENT  
AND  
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# Scope of the Journal

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*IJHRDM covers all issues that arise when dealing with the most important of all resources - the human resource. This includes issues that are related to their growth and development as a tool in the workplace (e.g. skill training and proficiency enhancement) and in managing them effectively as a resource. The workplace is defined very broadly - it could be in a manufacturing setting or in a service setting in a changing and dynamic global environment.*

## Contents

IJHRDM will publish original work advancing theoretical constructs (including concepts, models, algorithms, methods, etc.), field and laboratory based experimental evaluations of such theoretical constructs and policy initiatives, case studies, state-of-the-art reviews, commentaries on policies, meeting and conference reports, book reviews and notes, and other significant news relevant to the discipline. From time-to-time, IJHRDM will devote special issues to pressing problems in human resources development and management.

## Topics covered include:

- Policy initiatives
- Worker rights, benefits and responsibilities
- Employee-management relations
- Strategic planning and allocation
- Education and training
- Recruitment and work practices
- Professional development and leadership
- Cultural, cross-cultural and gender issues
- Role of the unions and their impact on organisational productivity and worker satisfaction
- Worker employability and transferability of skills
- Wage and incentive aspects of employment
- Worker retirement issues
- Impact of technology on human resources practices
- Employees as a source of innovation and creation



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