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*HUMAN RESOURCE MANAGEMENT, 4e | Chicago Business Press*

David Lepak is Professor of Human Resource Management and Chairperson of the Human Resource Management department in the School of Management and Labor Relations at Rutgers University. He received his PhD in management from the Pennsylvania State University. He teaches and conducts research on a variety of human resource topics with an emphasis on strategic human resource management and has presented his research to domestic and international audiences.

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About the Author (s) David Lepak is Professor of Human Resource Management and Chairperson of the Human Resource Management department in the School of Management and Labor Relations at Rutgers University. He received his PhD in management from the Pennsylvania State University.

*Lepak & Gowan, Human Resource Management | Pearson*

Lepak and Gowan approach these themes from the context of understanding how employee management affects the ability of an organization to achieve its objectives and attain a competitive advantage.

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Human Resource Management (Lepak/Gowan) Chapter 1 Managing Employees for Competitive Advantage. 1.1 Multiple Choice. 1) HR Practices: A) are the sole responsibility of the human resources department. B) detail the financial cost of human capital within an organization. C) are determined by the organization and carried out by all management ...

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He is associate editor of Academy of Management Review and has served on the editorial boards of Academy of Management Journal, Journal of Management, Human Resource Management, British Journal of Management, and Journal of Management Studies. Mary Gowan is Professor of Management and Dean of the Martha and Spencer Love School of Business at Elon University. She received her PhD in business administration from the University of Georgia.

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Lepak, David, Gowan, Mary. This text seeks to help students understand the dynamic and exciting environment of human resources (HR) management and the complex decisions that all managers must make when managing employees. Paperback, Book. English. Published Upper Saddle River, N.J.: Pearson Prentice Hall, c2010. Available at Middlesbrough Campus.

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Biografia del autor. David Lepak is Professor of Human Resource Management and Chairperson of the Human Resource Management department in the School of Management and Labor Relations at Rutgers University. He received his PhD in management from the Pennsylvania State University.

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