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being a process, the term management is also used as a label for a specific discipline, for the people who manage, and for a career choice. Levels of Management Another way of understanding the nature of a manager's job is to examine the three levels of management shown in Exhibit 1-1. The pyramid in this

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implication is that human resource management is an integral part of busi-ness strategy. (Human resource management is often referred to as strategic human resource management.) Without effective human resource manage-ment the company cannot accomplish high-level goals such as competing

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