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The changing nature of work and organizations: Implications for human resource management

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Abstract

This manuscript considers how changes in the external environment of organizations have altered the world of work. While global trends are identified, particular attention is paid to the Canadian context. Canada is currently experiencing a period of economic growth. But some new challenges have appeared. Canadian organizations are facing skill shortages and an aging workforce. The former is being addressed by increased use of technology and by higher levels of immigration, raising concerns about skill utilization, discrimination and the need to capitalize on this increasing workforce diversity.

Organizations in Canada, similar to those in other developed economies, are also grappling with changing workforce demographics, attitudes and values, incorporating and utilizing the rapid advances in technology, and addressing globalization-related challenges such as increased competitive pressures, outsourcing and offshoring, and a global

workforce that places a higher premium on cross-cultural sensitivities and skills.



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Keywords

Organizational human resource management; Canadian organizations; Canadian labour market

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