Preface .......................................................................................................................... vii

SECTION I: THE CUTTING-EDGE IN HRM

Chapter I.
Web-Based Organizing in Traditional Brick-and-Mortar Companies:
The Impact on HR ........................................................................................................ 1

Jaap Paauwe, Erasmus University Rotterdam, The Netherlands
Elaine Farndale, Erasmus University Rotterdam, The Netherlands
Roger Williams, Erasmus University Rotterdam, The Netherlands

Chapter II.
Integrating Handheld Computer Technology into HR Research and
Practice ...................................................................................................................... 31

Scott A. Davies, Hogan Assessment Systems, USA
Robert F. Calderón, Caliber Associates, Inc., USA

Chapter III.
Social Network Mapping Software: New Frontiers in HRM ............ 68

Mousumi Bhattacharya, Fairfield University, USA
Christopher Huntley, Fairfield University, USA
SECTION II: REDESIGNING HR ADMINISTRATIVE PROCESSES

Chapter IV.
E-Recruiting: Categories and Analysis of Fortune 100 Career Web Sites ................................................................. 86

In Lee, Western Illinois University, USA

Chapter V.
Employee Self-Service HR Portal Case Study: Access, Content, & Application ................................................................. 101

Andrew Stein, Victoria University, Australia
Paul Hawking, Victoria University, Australia

Chapter VI.
Human Resource Portals and the Protean Career: A Three-Factor Model ................................................................. 122

Constant D. Beugré, Delaware State University, USA

SECTION III: E-LEARNING STRATEGIES

Chapter VII.
Keeping Up with the Corporate University: Resources for HRM Faculty and Practitioners ........................................... 144

Pamela D. Sherer, Providence College, USA
Timothy Shea, University of Massachusetts Dartmouth, USA

Chapter VIII.
E-Learning Strategies of Italian Companies ............................................. 171

Anna Comacchio, University of Ca’ Foscarì, Italy
Annachiara Scapolan, University of Ca’ Foscarì, Italy

SECTION IV: MANAGING IT AND ORGANIZATIONAL CHANGES

Chapter IX.
Is Organizational e-Democracy Inevitable? The Impact of Information Technologies on Communication Effectiveness .......... 206

Bernadette M. Watson, University of Queensland, Australia
Gavin M. Schwarz, University of New South Wales, Australia
Elizabeth Jones, Griffith University, Australia
Chapter X.
Managing and Practicing OD in an IT Environment: A Structured Approach to Developing IT Project Teams ........................................ 236
   Joseph Logan, AstraZeneca Pharmaceuticals, USA

About the Authors .................................................................................... 269

Index ........................................................................................................... 276