# Contents

List of Contributors vii
Acknowledgments ix
Introduction xi

1. Theoretical Approaches to e-HRM Implementations  
   Tanya Bondarouk 1

   Huub Ruël, Rodrigo Magalhães and Charles C. Chiemeke 21

3. “Web Mining” as a Novel Approach in e-HRM Research  
   Stefan Strohmeier and Franca Piazza 41

   Martin Reddington, Graeme Martin and Tanya Bondarouk 55

5. A Framework for the Comparative Analysis of HR Shared Services Models  
   Tanya Bondarouk 83

6. “Local Universe” and Uses of an HR Intranet: Discursive Results from the Case of Middle Management  
   Karine Guiderdoni-Jourdain and Ewan Oiry 105

7. Language Issues in e-HRM Implementation in the Multinational Firm  
   Jukka-Pekka Heikkilä and Adam Smale 119

8. e-Recruitment: From Transaction-Based Practices to Relationship-Based Approaches  
   Aurélie Girard and Bernard Fallery 143

9. Drivers of the Adoption of Online Recruitment — An Analysis using Innovation Attributes from Diffusion of Innovation Theory  
   Emma Parry and Miguel R. Olivas-Luján 159

Appendix: Definitions of Key Terms 175