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## The Link between Business Strategy and Industrial Relations Systems in American Steel Minimills

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53	High performance work system and HCN performance. <b>2013</b> , 66, 540-546	20
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49	Responsible downsizing strategy as a panacea to firm performance: the role of dynamic capabilities. <b>2013</b> , 34, 1015-1028	9

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47	Training policy and organisational performance in the Spanish hotel industry. <b>2013</b> , 24, 2851-2875	19
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43	Trading telecommuting flexibility for fewer training opportunities?. <b>2013</b> , 11, 235-259	3
42	The Relationship between High Performance Work Practices and Organizational Citizenship Behavior: The Role of Positive Psychological Capital. <b>2014</b> ,	
41	An Aspirational Framework for Strategic Human Resource Management. <b>2014</b> , 8, 1-56	345
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