Human Resources as a Source of Competitive Advantage

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Abstract

[Excerpt] For business it's a tough world that's getting tougher. The reasons are familiar enough: global competition, deregulation, finicky and tough customers, concerned and demanding stockholders, and a dizzying pace of constant change. Rare indeed is the company which has found a comfortable niche in this chaotic world.

Comments

Suggested Citation


source of competitive advantage? Therefore, the aim of this paper is to reveal that human resources management is essential to ensure the success of any organization which is based on the belief that an organization gains competitive advantage by using its people effectively and efficiently. Regarding this new challenge of HRM, this paper strives to identify whether the HRM can be considered as a source of competitive advantage of the firms or not? Finally, on the basis of empirical evidence this study suggests some recommendations for effective utilization of human resources in an organization that can act as a tool for enhancing the competitive advantage of the firms. Keywords: human resource management practices, HRM, HRM practices, organizational competitive advantage, organizational performance. 1. Introduction. 2. Human Resource Management Practices in. Human resource management is defined as a process whereby all activities help to manage people and resources in order to make them work successfully, accomplish the organizational goals, and make sure that they go in the same direction as the organization. Human resource management is considered as the driving force behind the stimulating effect on competitive advantage and performance of organizations Unique resources: These are the unique resources that are interconnected element of competitive advantage, especially because cannot be duplicated or imitated by competitors. Core competencies: Core competencies are activities that are interconnected to competitive advantage and furthermore cannot be duplicated or imitated by competitors. Core competencies: Core competencies are activities that are interconnected to competitive advantage and furthermore cannot be duplicated or imitated by competitors. The key to success of every organization is the achievement to deploy unique tangible and intangible resources, which cannot be imitated by their rival competitors. Organizational Culture: Can It be a Source of Sustained Competitive Advantage? Academy of Management Review; 11(3), pp. 656–665. Daft, L.R., (1983). Suggested Citation Dyer, L. (1993). Human resources as a source of competitive advantage (CAHRS Working Paper #93-18). Ithaca, NY: Cornell University, School of Industrial and Labor Relations, Center for Advanced Human Resource Studies. http://digitalcommons.ilr.cornell.edu/cahrswp/273. This article is available at DigitalCommons@ILR: http://digitalcommons.ilr.cornell.edu/cahrswp/273. Human resources as a source of competitive advantage. Lee Dyer Center for Advanced Human Resource Studies School of Industrial and Labor Relations Cornell University Ithaca, NY 14853-3901 (607) 255-2273. Working While the potential sources of business competitive advantages are unlimited, it isn’t easy to create one of them and make it outstanding. In this post: What is a sustainable competitive advantage? Definition. A list of 50 sustainable competitive advantages in marketing and business. The sustainable competitive advantage is difficult to duplicate or exceed by competitors and it lasts for many years. A unique value proposition can ensure more sales, higher customer loyalty, and greater staff retention than competitors. Think about your blog as a human angle of your business. Your blog should be a place where your audience finds ways of resolving their most painful problems. If you are consistently creating valuable blog posts, it’ll help establish you as an expert in the industry.