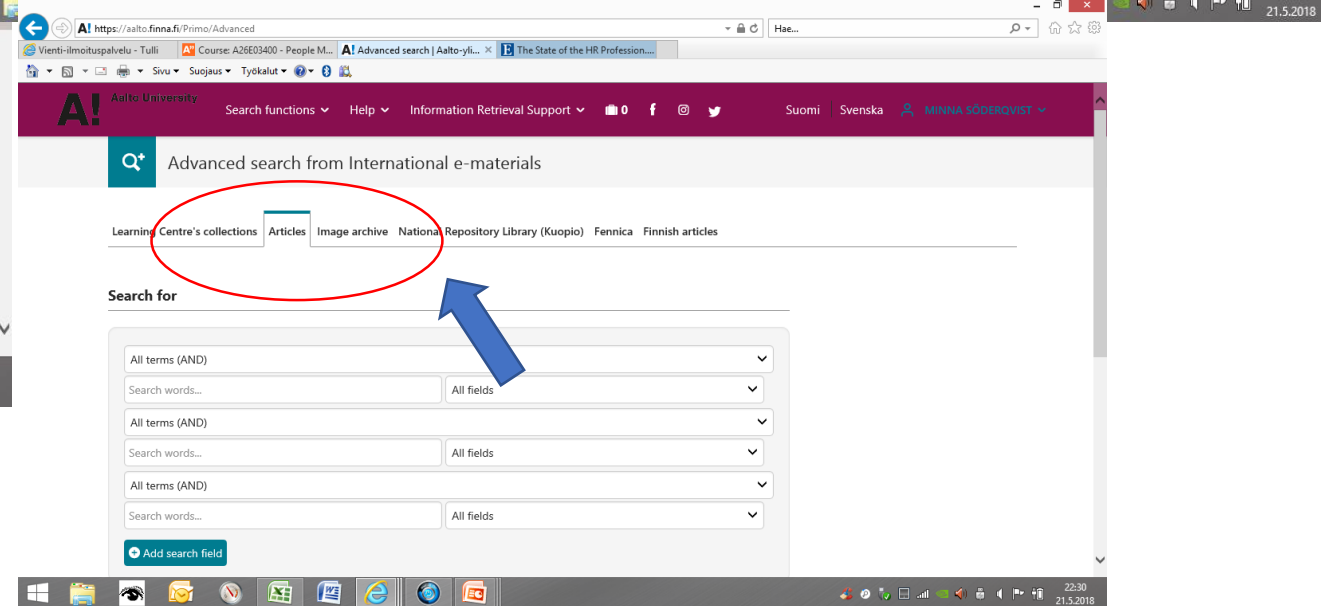
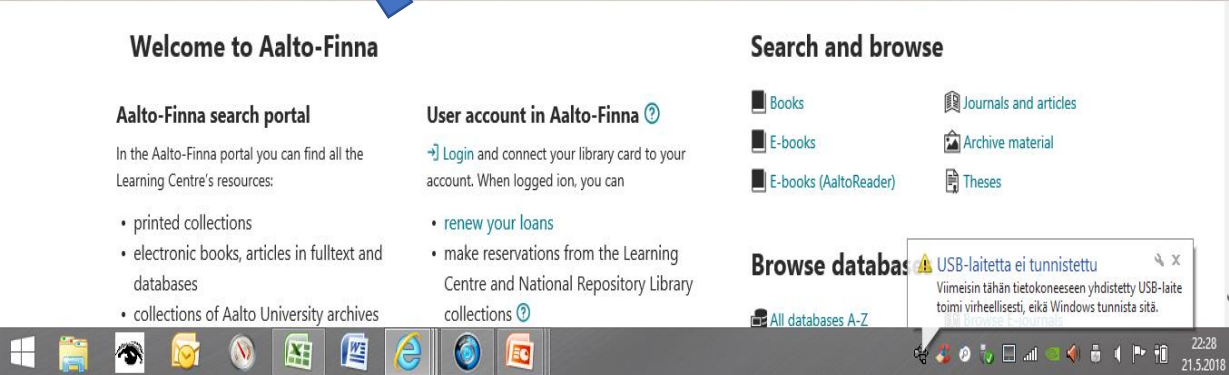
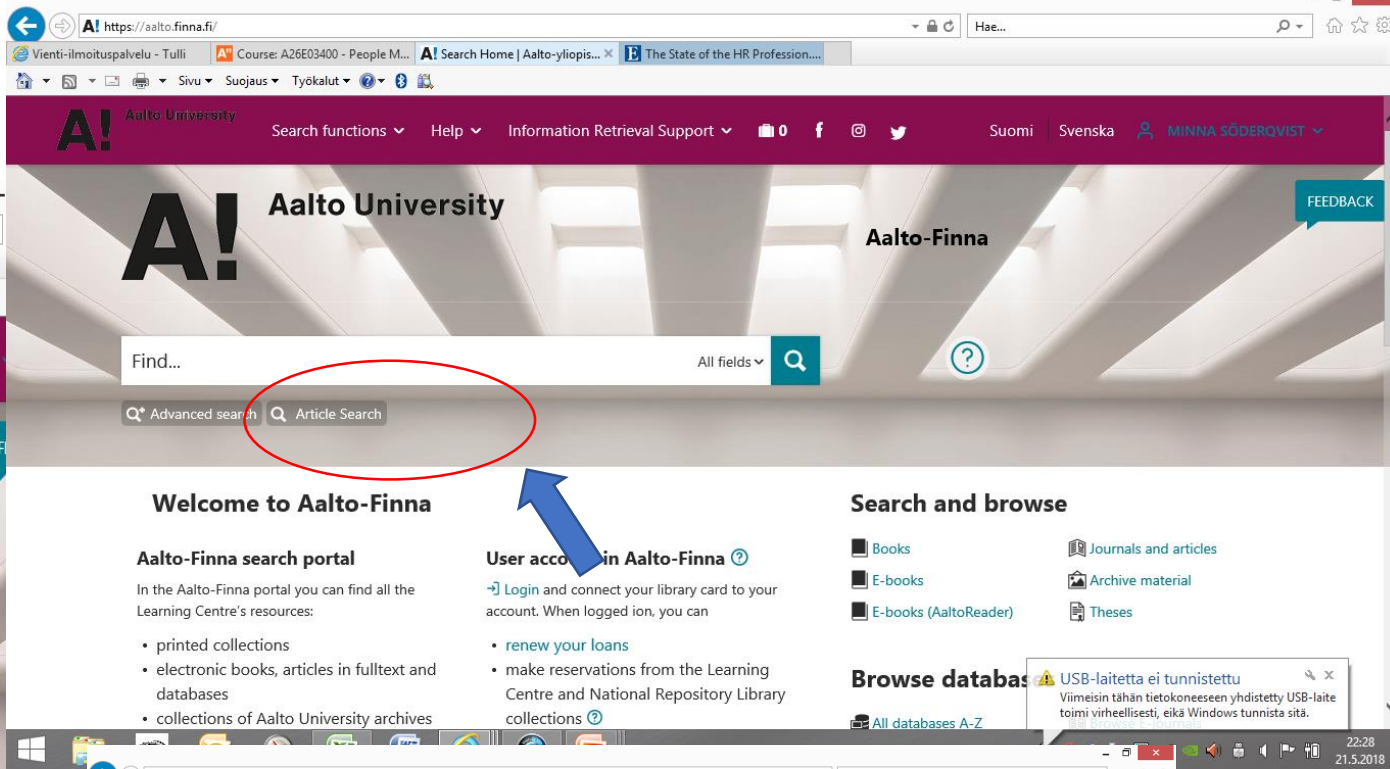
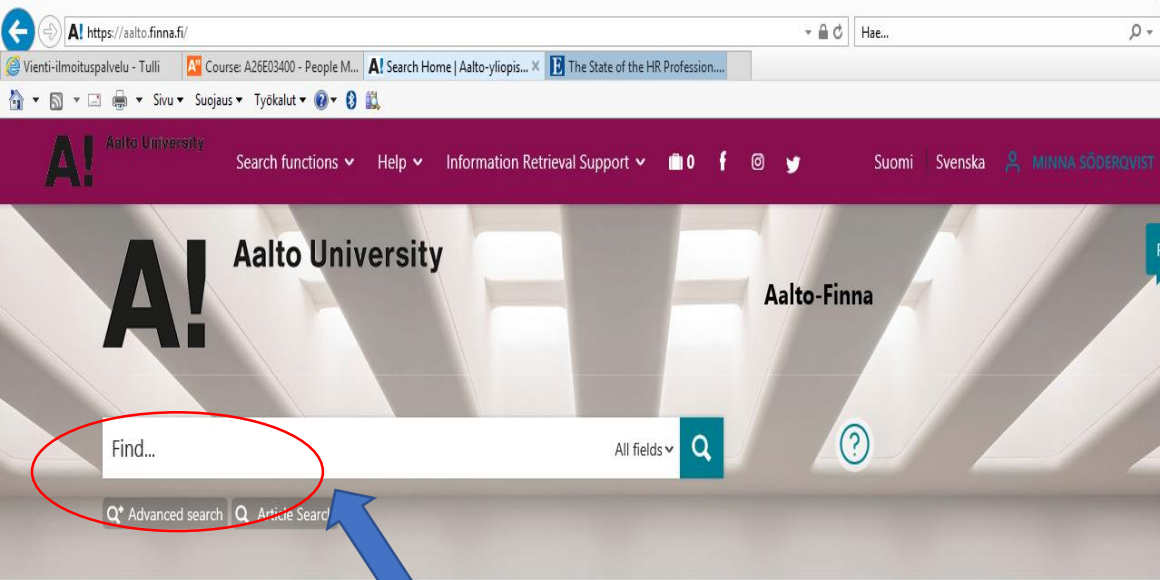


1. Go to the address:
<https://aalto.finna.fi>

2. Log in

-> use Aalto codes
(all students get them from the
open university office if you
don't have them already)

You can search with the place marked "Find" or you can use the advanced search or your can use the article search



Browser address bar: https://aalto.finna.fi/Primo/Search?join=AND&bool0%5B%5D=AND&op0%5B%5D=contains_all&lookfor0%5B%5D=The+state+of+the+HR+profess

Vienti-ilmoituspalvelu - Tulli | Course: A26E03400 - People M... | A! (All fields:The state of the H... x

A! Aalto University | Search functions | Help | Information Retrieval Support | Suomi | Svenska | MINNA SÖDERQVIST

Edit this search | Start a new Advanced Search | Start a new Basic Search

Your search terms: (All fields:The state of the HR profession)

Showing 1 - 20 results of 95,466 | Sort: Relevance | Results per page: 20

The State of the HR Profession

E-article
Ulrich, Dave ; Younger, Jon ; Brockbank, Wayne ; Ulrich, Michael D.
Published in *Human Resource Management* May 2013, Vol.52(3), pp.457-471

We want to create a new narrative about the human resource (HR) profession. HR professionals have often been plagued with self-doubts, repeatedly re-exploring HR's role, value, and competencies. If HR is to fully (and finally) become a profession, these self-doubts need to be replaced with informed insights. These informed insights should be based more

More ▾

- EBSCOhost Business Source Complete Available from 1972 Most recent 1 year(s) not available
- Wiley Online Library Available from 1996
- Wiley Online Library 2011 Full Collection Available from 1996 volume: 35 issue: 1

Show full text or availability in other libraries (SFX)

Analytical abilities and the performance of HR professionals.(Report)

E-article
Huselid, Mark A. ; Kruscynski, David ; Reeves, Cody ; Stice-Lusvardi, Ryan ; Ulrich, Michael ; Russell, Grant

NARROW SEARCH

- Full text available
- Peer reviewed

SUBJECTS

CONTENT TYPE

Dissertations	43,037
E-article	38,301
Newspaper article	4,750
Text resource	4,611
Book	3,226
Review	595
more...	

- As an example, this article is found via Ebsco database
- Then click on that

The screenshot shows a web browser window with the URL <http://web.a.ebscohost.com.libproxy.aalto.fi/ehost/detail/detail?vid=0&sid=0ce5c518-59bd-4cca-8d59-df047c4c2c50%40sessionmgr4008&bddata=JnNp>. The search interface includes a search bar with the text "AN 87709567", a "Search" button, and a "Create Alert" button. Below the search bar, there are options for "AND" and "Select a Field (optional)".

The search results section shows a "Detailed Record" for the article "The State of the HR Profession." The authors listed are Ulrich, Dave¹, Younger, Jon², Brockbank, Wayne³, and Ulrich, Michael D.⁴. The source is "Human Resource Management, May/Jun2013, Vol. 52 Issue 3, p457-471. 15p." The document type is "Article".

On the left side of the record, there are links for "PDF Full Text (285KB)", "SFX", "Cited References (9)", and "Times Cited in this Database (11)". The "PDF Full Text (285KB)" link is circled in red.

On the right side, there is a "Tools" section with options for "Google Drive", "Add to folder", "Print", "E-mail", and "Save".

The Windows taskbar at the bottom shows the time as 22:26 on 21.5.2018.

- And you'll get the article. PDF file is always the best

EBSCOhost logo and navigation menu. The menu includes "Detailed Record", "PDF Full Text", "Source: Human Resource Management", "Date: May 1, 2013", "Inside this work", "Full Text Contents", a table of contents, and "Choose Another Issue".

1 - 5 6 - 9	
Pay-Level Satisfacti...	399
Firm Productivity Mo...	423
The Association of M...	441
The State of the HR ...	457

The State of the HR Profession.



THE STATE OF THE HR PROFESSION

DAVE ULRICH, JON YOUNGER, WAYNE BROCKBANK, AND MICHAEL D. ULRICH

We want to create a new narrative about the human resource (HR) profession. HR professionals have often been plagued with self-doubts, repeatedly re-exploring HR's role, value, and competencies. If HR is to fully (and finally) become a profession, these self-doubts need to be replaced with informed insights. These informed insights should be based more on global data than personal perceptions so that the emerging narrative for the HR profession has both substance and meaning.

Keywords: leadership; ethics; training and development; organizational change