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## ***Section 1: Executive Summary***

## ***Section 2: Literature review and theoretical background***

### **Chapter 1: A Framework for Literature Review**

#### **The Practice of Strategic Human Resource Management**

### **Chapter 2: HRM as Administrative Expert**

#### **2.1 Recruitment**

##### **2.1.1 Selection**

#### **2.2 Training and Development**

##### **2.2.1 Training**

##### **2.2.2 Socialisation and Training**

#### **2.3 Career Development**

## **Chapter 3: HRM as Employee Champion**

### **Employee Commitment and Moral**

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## **Chapter 4: Dummy**

## **Chapter 5: Recommendations**

### **5.1 HR practices**

### **5.2 Career development**

### **5.3 Performance appraisals**

## **Appendix 1: P&D Gantt Chart**

## **Appendix 2: Job profiles**