

BIBLIOGRAPHY

- Anonymous. (2010). *Telkom Annual Report 2009*, Homepage <http://www.telkom.co.id>. Accessed 2010 June 3.
- Arthur, J. B. (1994). The Link Between Business Strategy and Industrial Relation Systems in American Steel Minimills. *Industrial and Labor Relations Review*, 45: 488-506.
- Baird, L. and Meshoulam, I. (1988), Managing Two Fits of Strategic Human Resource Management. *Academy of Management Review*, 13: 116-128.
- Bird, A. and Beechler, S. (1995). Links between Business Strategy and Human Resource Management Strategy in U.S.-Based Japanese Subsidiaries: An Empirical Investigation. *Journal of International Business Studies*, 26: 23-46.
- Carroll, Stephen (1991). *New HRM Roles, Responsibilities, and Structures*. In Randall S. Schuller, editor, *Managing HR in the Information Age*. Washington, D. C.: SHRM.
- Chiung-Fen, Chang. (2008). *The Relationships between Organizational Climate, Organizational Commitment, Professional Competency and Job Performance*. National Cheng Kung University.
- Christiansen, Liza C., and Higgs, Malcolm. (2008). How the Alignment of Business Strategy and HR Strategy can Impact Performance. *Journal of General Management*, 33(4): 13-33.
- Conant, J. S., Mokwa, M. P. and Varadarajan, P. R. (1990), Strategic Types, Distinctive Marketing Competencies and Organizational Performance: A Multiple Measures-Based Study. *Strategic Management Journal*, 11: 365-383.
- Delery, John E. (1998). Issues of Fit in Strategic Human Resource Management: Implications for Research. *Human Resource Management Review*, 8(3): 289-310.
- Delery, J. E. and Doty, D. H. (1996). Modes of Theorizing in Strategic Human Resource Management: Tests of Universalistic, Contingency and Configurational Predictions. *Academy of Management Journal*, 39: 802-835.
- Dyer, L., and Reeves, T. (1995). Human Resource Strategies and Firm Performance: What Do We Know and Where Do We Need to Go?. *World Congress of the International Industrial Relations Association*, Washington, DC.



- Green, K. W., Wu, Cindy, Whitten, D., and Medlin, B. (2006). The Impact of Strategic Human Resource Management on Firm Performance and HR Professionals' Work Attitude and Work Performance. *International Journal of Human Resource Management*, 17: 559-579
- Hambrick, D. C. (2003). On the Staying Power of Miles and Snow's Defenders, Analyzers and Prospectors. *The Academy of Management Executive*, 17: 115-118.
- Huselid, M. A. (1995). The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance. *Academy of Management Journal*, 38: 635-672.
- Ichniowski, C., K. Shaw, and G. Prennushi. (1997). The Effects of Human Resource Management Practices on Productivity: A Study of Steel Finishing Lines. *American Economic Review*, 87: 291-313.
- Jackson, S. E. and Schuler, R. S. (1995). Understanding Human Resource Management in the Context of Organisations and Their Environment. In J.T. Spence, J.M. Darley & D.J. Foss (Eds.), *Annual Review of Psychology*, 46: 237-264.
- Kamalanabhan, T. J. and Nagaraj, I. R. (2003). Impact of Strategic Human Resource Practices on Organisational Performance. *Australian Journal of Psychology*, Supplement 2003.
- Krishnan, Sandeep, & Singh, Manjari. (2004). *Strategic Human Resource Management: Three-Stage Process and Influencing Organisational Factors*. Indian Institute of Management.
- Little, G. (2003). *People and Profits—Linking People to The Firm and Philosophy with Regard to Large Ontological and Normative Issues in a Theory of SHRM*.
- MacDuffie, J. P. (1995). Human Resource Bundles and Manufacturing Performance: Organizational Logic and Flexible Production Systems in the World Auto Industry. *Industrial and Labor Relations Review*, 48: 197-221.
- Miles, R. E. and Snow, C. C. (1978). *Organizational Strategy, Structure, and Process*. New York: McGraw-Hill Book Company.
- Miles, R. E. and Snow, C. C. (1984). Designing Strategic Human Resource Systems. *Organizational Dynamics*, 13: 36-52.
- Nel, P.S & Little, G.R. (2009). An Integrated Strategic Human Resource Model to Achieve Organisation Objectives. *International Journal of Organisational Behavior*, 14: 4-13

- Porter, Michael E. (1980). *Competitive Strategy*. Free Press: New York.
- Rogers, Edward W. and Wright, Patrick M. (1998). *Measuring Organizational Performance in Strategic Human Resource Management: Problems and Prospects*. Center for Advanced Human Resource Studies.
- Schuler, R. S. and Jackson, S. E. (1987). Linking Competitive Strategies with Human Resource Practices. *Academy of Management Executive*, 1: 207-219.
- Schuler, R. S. and MacMillan, I. C. (1984). Gaining Competitive Advantage Through Human Resource Management Practices. *Human Resource Management*, 23(3): 241-256.
- Slater, Stanley F. and Olson, Eric M. (2000). Strategy Type and Performance: The Influence of Sales Force Management. *Strategic Management Journal*, 21(8): 813-829
- Thompson, A Jr., Strickland, A. J., and Gamble, John E. (2008). *Crafting and Executing Strategy: The Quest for Competitive Advantage: Concepts and Cases*. McGraw-Hill
- Venkatraman, N. and Ramanujam, V. (1986). Measurement of Business Performance in Strategy Research: A Comparison of Approaches. *Academy of Management Review*, 11(4): 801-814.
- Wang, Dan-Shang and Shyu, Chi-Lih. (2008) Will the Strategic Fit Between Business and HRM Strategy Influence HRM Effectiveness and Organizational Performance?. *International Journal of Manpower*, 29(2): 92-110.
- Wei, Li-Qun. (2006). Strategic Human Resource Management: Determinants of Fit. *Research and Practice in Human Resource Management*, 14(2): 49-60.
- Welbourne, T. M. and Andrews, A. O. (1996). Predicting the Performance of Initial Public Offerings: Should Human Resource Management Be in the Equation?. *Academy of Management Journal*, 39: 891-919.
- Wright, P. M., & McMahan, G. C. (1992). Theoretical Perspectives for Strategic Human Resource Management. *Journal of Management*, 18(2): 295-320.
- Wright, Patrick M. and Rogers, Edward W. (1998). *Measuring Organizational Performance in Strategic Human Resource Management: Problems and Prospects*. Center for Advanced Human Resource Studies.
- Zahra, S. and Pearce, J. (1990), Research Evidence on The Miles and Snow Typology. *Journal of Management*, 16: 751-768.