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Human resource management — Vocabulary

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ISO copyright office
Ch. de Blandonnet 8 • CP 401
CH-1214 Vernier, Geneva, Switzerland
Tel. +41 22 749 01 11
Fax +41 22 749 09 47
copyright@iso.org
www.iso.org

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Foreword

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The committee responsible for this document is Technical Committee ISO/TC 260, *Human resource management.*

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Introduction

This document has been developed to help facilitate a common understanding of and maintain consistency in fundamental vocabulary in human resource management standards.

This document is intended to be used by:

— human resource practitioners;

— academic professionals and students;

— developers of related standards;

— stakeholders in organizations, regardless of organizational size and type;

— labour unions, work councils, other employee and employer representatives;

— others interested in the human resource management profession.

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Human resource management — Vocabulary

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1 Scope

This document defines terms used in human resource management standards.

2 Normative references

There are no normative references in this document.

3 Terms related to the organization

3.1
governance
way a whole organization is led, directed, controlled and held accountable

3.2
organizational culture
values, beliefs and practices that influence the conduct and behaviour of people and organizations

3.3
organization structure
hierarchical arrangement of authority, responsibility and accountability in an organization

3.4
business model
organization's approach to operating in its environment

3.5
strategy
organization's approach to achieving its objectives

3.6
business continuity planning
BCP
process of mutual *planning* (3.7) by organizations and other *stakeholders* (5.1)

Note 1 to entry: Examples of how business continuity planning is used can include objectives to plan, establish, implement, operate, monitor, review, maintain and continually improve a documented management system to protect against and mitigate the effects of disruptive incidents, prepare for and respond to the same.

3.7
planning
process of thinking about and organizing activities required to achieve a desired outcome

3.8
strategic planning
planning (3.7) involving the formulation, development, implementation and evaluation of factors that are relevant to an organization's long-term or overall interests, and the means of achieving its objectives

3.9
social responsibility
responsibility of an organization for the consequences of its decisions and activities on society and the environment, through transparent and ethical behaviour that

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