

## Índice

CHAPTER 1 INTRODUCTION .....	17
1 Introduction.....	18
2 Background and purpose of the research .....	18
3 Structure of the doctoral thesis and research goals .....	20
4 Extended abstract of the papers .....	26
4.1 Towards a methodology for identifying path dependence in the evolution of human resources practices.....	26
4.2 Towards a path dependence approach to study management innovation .....	28
4.3 Considering evolution when classifying organizations. Lessons from biology applied to human resources management systems .....	29
4.4 Identifying a guiding list of high involvement practices in human resource management.....	32
4.5 How important is the implementation of Innovative Human Resource practices in hospitality? The case of Valencia .....	35
<a href="#">CHAPTER 2</a> TOWARDS A METHODOLOGY FOR IDENTIFYING PATH DEPENDENCE IN THE EVOLUTION OF HUMAN RESOURCES PRACTICES.....	37
1 Introduction.....	38
2 Theoretical context.....	39
3 Future research .....	41

CHAPTER 3 TOWARDS A PATH DEPENDENCE APPROACH TO STUDY MANAGEMENT

INNOVATION..... 42

- 1 Introduction..... 45
- 2 Approach ..... 47
- 3 Complexity..... 48
- 4 Path dependence approach ..... 50
- 5 Conclusion ..... 54

CHAPTER 4 CONSIDERING EVOLUTION WHEN CLASIFYING ORGANIZATIONS. LESSONS

FROM BIOLOGY APPLIED TO HUMAN RESOURCES MANAGEMENT SYSTEMS ..... 56

- 1 Introduction..... 58
- 2 Evolution in hrm. Why looking backwards in the decision making process? ..... 64
- 3 Cladistics: what is it exactly? Advantages over other approaches. .... 66
  - 3.1 Definition of cladistics..... 66
  - 3.2 Assumptions and singularities in building HRM cladograms ..... 70
  - 3.3 Other examples in social sciences..... 74
- 4 How to construct a cladogram. A Simple example in N HRM..... 75
  - 4.1 Select de HR clade and identify characters..... 76
  - 4.2 Build data-matrix and establishing character polarity..... 82
  - 4.3 Estimate a tree from the aligned sequences ..... 85
  - 4.4 Explain the tree ..... 86
- 5 Conclusion and future research ..... 88

<a href="#">CHAPTER 5</a> IDENTIFYING A GUIDING LIST OF HIGH INVOLVEMNT PRACTICES IN HUMAN RESOURCE MANAGEMENT .....	92
1    Introduction: Purpose of the paper and related work.....	94
2    Methodology .....	97
3    Findings.....	101
4    Research limitations and future research .....	117
<a href="#">CHAPTER 6</a> HIGH-PERFORMANCE HUMAN RESOURCE PRACTICES IN HOSPITALITY. THE CASE OF VALENCIA .....	118
1    Research purpose .....	119
2    Introduction.....	120
3    Results.....	121
4    Conclusions and future research.....	126
<a href="#">CHAPTER 7</a> CONCLUSIONS.....	127
1    Introduction.....	128
2    Most relevant results.....	128
3    Future research .....	131
REFERENCES.....	134
APPENDIX.....	156