

Human Resource Innovation In Shipbuilding And Ship Repair Workshop Proceedings

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Abstract These proceedings document the second national Workshop On Human Resource Innovation in Shipbuilding/Ship Repair, which was held on November 26th-28th, 1984. The text of the proceedings consists of case studies and technical reports presented by shipbuilding labor and management members from around the world. The objective of the workshop was to introduce new management practices and organizational structures designed to better utilize the shipbuilding human resource.

~~Human Resource Innovation in Shipbuilding~~

Significant innovations of a human resource nature have been introduced to international shipbuilding since the mid-60's. In the past few years, a number of U.S. yards have experimented with some of these practices (quality circles, semi-autonomous work groups, multi-skilled workers). This paper draws together information from several sources in

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Human Resources can also play a key role in creating an organizational structure and overall culture that fosters and supports innovation. Recruiting can focus on hiring for innovation by identifying people who can "think outside the box" or have skills and capabilities that lend toward innovation.

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A resource-based view of human resource management and organizational capabilities development. International Journal of Human Resource Management, 13,123- 140.

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