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people Unleashing human capability is therefore a critical success factor, not just for People as a competitive advantage Traditionally, competitive advantages were gained or lost through the exploitation of technology Unfortunately, most technological advantage is short lived as

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competitive global environment, it is really important for organizations to expand competitive advantage through proficient use of human resources (Marimuthu et al, 2009)

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their manpower to comprise or to project a source of competitive advantage profile (Pteffer, 1994) Creating competitive advantage through people requires careful attention to the HR practices, which best leverage these assets Much of the research found the cumulative business

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