

## **Excerpt**

These synonyms show at least two different groups of uses which should be stressed here. SHRM practices also known as high performance work practices (HPWP), or best practices, are those decisions and actions which concern the management of employees at all levels in the business, and which are related to the implementation of strategies directed toward sustaining competitive advantage (Kramar [1992](#)). Examples include recruitment practices, staff appraisal systems, remuneration systems, and flexible work arrangements.

Culture is the beliefs, values, assumptions, attitudes, and behaviors of a group of people.

National culture is defined as the values, beliefs, and assumptions learned in early childhood that distinguish one group of people from another (Aycan et al. [2007](#)).