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took place at four manufacturing and four service companies in Addis Ababa all representative of their sector. The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West due to differences in cultural factors, economic systems, political systems and legal and industrial relations. For this reason, Ethiopia's culture, politics, economy and legal and industrial relations have been analyzed. The main finding of this study is that the importance of human resource management is not uniformly understood at all the case study companies. Although the multinational companies based in Ethiopia see their human resources as the companies' most important asset as human capital, the local companies generally do not. The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go. With this dissertation, the researcher wants to contribute to improving Ethiopian human resource management practice. Moreover, this dissertation may be used as a framework for similar research in other sectors or for more specific in-depth research. This dissertation may also serve as a knowledge base for company managers, business consultants, academics and government officials of countries with a national culture similar to Ethiopia's, for example Kenya, Tanzania and Zambia, countries undergoing or which have undergone a recent transition to a free market economy and countries facing similar macro-economic developments.

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Applied Human Resource Management Kenneth M. York, 2010 Covers critical issues in the effective management of human resources which can be used for class discussions or be given as homework problems or used as essay questions on tests

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least 15 pennies without sinking or capsizing brainstorm designs get ready to experiment use a ruler and scissors to cut a 5
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science activity you will make little boats out of aluminum foil to explore how their size affects how much weight they carry
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