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## Differentiated Workforce Transforming Talent

With regard to this book's title, Becker, Huselid, and Beatty explain that "there are four key domains that distinguish a differentiated approach from a more conventional (undifferentiated) approach to workforce management: a focus on equity instead of equality; a focus on engaging the right employees, not necessarily all employees; an emphasis on hiring choice employees, not becoming an employer of choice; and finally, a focus on earned increases (i.e. increased responsibilities and ...

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