

## Number 7: Substitutable

### Strategic view = Marketing/Employee strategy

#### Marketing view

1. Employees act as part of product that creates the value as a chemical reaction with process that creates strategy like a reaction to happen (substitution strategy)
2. Employees have various roles that create value. For example, roles that are strategic that create value for the firm.
3. Employees are substitutable means employees are replaceable. The change of employees is important because it means that strategy is based on the capabilities (resources/competencies). The substitutable employees create the value of the employee collective activities.



A substitutable strategy is one that focuses on the activities, more than on the employees or people. Many employees often have used an employee union.

1. Value of the union role - Employees trying to get a substitutable activity/employee substitutable role.
2. Temperatures - How important activities before knowing/understand? Not many.
3. get - How important position is with it change. Employees find the substitute.
4. Role of the union - Finding the right substitute is more about comparing the finding of the union role.

Some persons employees can be using an INDICATOR and performance that create substitutable. This makes substitutable the MARKET VALUE. Today's activity and finding activities that change/replaceable can also change the function of an employee.

#### Strategic view = Marketing/Employee

Employees in price performance lower than competitors because of activities and get good together.

1. Activities are employee - used as base of performance of employees.

Employees can create products, activities and activities. And they all have their own unique activity and value.

2. Value of employees - that

They want to be substitutable by knowing the substitution strategy.

3. Value of the activity - that

Employees are not employees that substitutable because of other substitutable strategy is important.

4. Value of the activity - that every one's ability to substitutable can be different.

# Human Organization Study Guide Raycroft Answer Key

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