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business of human resources must be the delivery and/or development of human capital that enable the enterprise to become more competitive, to operate for maximum effectiveness, and to execute its business strategies successfully (1997: 9).

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on Virtual Human Resource Development Elisabeth E. Bennett1 Abstract The Problem. Initial explorations of virtual human resource development (VHRD) were published in the 12(6) issue of Advances, but these articles were only an initial step toward conceptualization. New perspectives on VHRD have developed over the past 4 years,

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and/or a management theory were not formed about the human resources which is the main gain resource of virtual organizations. Keywords: Virtual organization, new organization structures, network organization, organization

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frequently ask human resource managers for assistance in making strategic business decisions and in match- ing the distinctive competencies of the firm's human resources to the mission of the organization.

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