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necessary to navigate the complexities of the Canadian workplace and foster a thriving organizational culture This valuable resource empowers HR professionals managers and students to make informed decisions build highperforming teams and contribute to the success of Canadian organizations FAQs 1 Who is this book for This book is essential for HR professionals managers supervisors students pursuing HR related degrees and anyone involved in managing human capital in Canada 2 What are the main topics covered in the book The book covers a wide range of HR topics including employment law recruitment and selection compensation and benefits employee relations performance management training and development diversity and inclusion and the impact of the digital age on work 3 Is the book relevant to the current Canadian workplace Absolutely The 9th edition features the latest updates on Canadian employment law diversity and inclusion and the changing nature of work in the digital age 4 Is there a digital version of the book available While the availability of a digital version can vary depending on the publisher and retailer its worth checking with your preferred source for digital content 5 How does this book differ from other HR textbooks This book specifically focuses on the unique aspects of HR in Canada offering a comprehensive and practical guide to navigating the Canadian workplace It addresses the legal ethical and practical challenges specific to the Canadian context Remember access to copyrighted materials like textbooks requires proper licensing and authorized distribution channels Its important to respect intellectual property rights and use legal resources 3

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marketplace with international trade<sup>7</sup> additionally pushed by the internet companies face a stronger competition and the need to create more value for customers than their competitors in this context it is important for companies to realize that through the internet there is a power shift to the customer furthermore as customers will demand and tolerate only delighting buying experiences it is a necessity to capture and analyze information about buying behavior in the 21st century business <sup>8</sup> when talking about e commerce which is a part of electronic business e business describing the sale of goods and services via the internet targeting a mass market<sup>9</sup> the following two areas have to be differentiated business to customer b2c e commerce meaning the settlement of buying contracts between a commercial seller and an end consumer via electronic media and business to business b2b e commerce describing the same action but between two commercial business partners <sup>10 11</sup> in this paper the focus lies on b2c e commerce as this is the most interesting area regarding marketing <sup>12 13</sup> therefore to better understand the online purchase behavior of private consumers in the frame of the following analysis the influencing factors of shopping over the internet are examined since determining the factors influencing online shopping behavior also discovers those factors hindering the usage of the internet as a shopping platform suggestions to improve and adjust online offers appropriately can be made <sup>14</sup>

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