

Reassessing Human Resource Management



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Sage Publications

Reassessing Human Resource Management

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Reassessing Human Resource Management:

Reassessing Human Resource Management Paul Blyton, Peter J. Turnbull, 1992 Reassessing Human Resource Management Paul Blyton, Peter Turnbull, Professor Paul Blyton, Prof Peter J Turnbull, 1992-09-21 Drawing on a wide range of organizational examples this book brings a new balance to assessing the role and impact of HRM. It looks at the core assumptions of an HRM perspective and at what happens when organizations seek to implement HRM. The contributors show that there are a number of tensions and contradictions inherent in an HRM concept that raise central issues for practice. They demonstrate that HRM is one approach to employee management that will tend to prevail in certain contexts and conditions rather than universally. Specific themes include HRM and competitive success, organizational culture and HRM, HRM flexibility and decentralization, reward management and HRM, HRM Just in Time manufacturing and new technology, HRM and trade unions, HRM as the management of managerial meaning. **Reassessing the Employment Relationship** Edmund Heery, Peter Turnbull, 2010-11-10 Reassessing the Employment Relationship is an edited volume written by leading academics at Cardiff Business School. Reflecting on the employment relationship as one of the central institutions of advanced capitalist economies, it provides an extensive survey of the changing world of work. The book offers a multi-disciplinary analysis of the contemporary workplace and focuses on the key influences that are shaping the employment relationship: globalization, financialization, regulation and the search for ethical standards in human resource management. There is insightful and authoritative treatment of some of the main developments in the employment relationship such as the rise of knowledge and customer service work, increasing income inequality, new forms of management control over work, the spread of non-union industrial relations and the rise to prominence of work-life integration. Reassessing the Employment Relationship provides a critical yet accessible look at the changing employment relationship and is an indispensable aid to students studying Industrial Relations, Human Resource Management, Organizational Studies and Business Ethics. PAUL BLYTON is Professor of Industrial Relations and Industrial Sociology at Cardiff University, UK. EDMUND HEERY is Professor of Employment Relations at Cardiff University, UK. PETER TURNBULL is Professor of Human Resource Management and Labour Relations at Cardiff University, UK. **Public Human Resource Management** R. Paul Battaglio Jr., 2014-09-02 Public Human Resource Management: Strategies and Practices in the 21st Century offers a novel take on public human resource management (PHRM) by providing practical guidance for practitioners operating in a drastically reformed HR environment. Author R. Paul Battaglio assesses how the traditional practice of public HR has changed and not necessarily for the better by looking at new material on human resource information systems, managing motivation in the public sector and public HR management education, a topic rarely found in contemporary PHRM texts. Public Human Resource Management is an essential guide to managing and navigating the challenges and opportunities posed in the changing landscape of HR reform. **Experiencing Human Resource Management** Christopher Mabey, Denise Skinner, Timothy A R

Clark,1998-01-29 By examining human resource management HRM techniques and processes from the receiving end Experiencing Human Resource Management provides a rich and valuable view of HRM initiatives and strategies If HRM is to contribute to the objectives of the organization it is imperative to understand how HRM techniques are being applied and experienced The current HRM literature is dominated by a managerial focus and perspective however this book tells the experiences of employees in more than 20 organizations across a number of sectors and countries It sets out to answer three questions A decade or so from its arrival is HRM delivering its promises Of the many documented changes in workplace policies and practices which can be distinctively attributed to HRM Where changes are occurring in the name of HRM who is benefitting Human Resource Management in China Cherrie Jihua Zhu,2004-03-01 Enhancing our understanding of HRM in the Chinese industrial sector this book explores the emerging role of HRM in China s industrial enterprises A significant contribution to the theory of HRM this book will be essential reading for students and researchers of Business and Management HRM and Asian Business Critical Issues in Human Resource Management Ian Roper,Rea Prouska,Uracha Chatrakul Na Ayudhya,2010-11-11 Critical Issues in Human Resource Management will enable all HR students to take a critical approach to HR issues Outlining the influences and shapers of HR strategy including ethics managing in different national contexts employment relations politics governance and finance this book provides students with a full understanding of the complexities of HRM strategy and what the implications of these are There is also crucial discussion of critical issues in the processes and practice of HRM including the dilemmas of onshoring and offshoring gender equality challenging institutional racism and disability discrimination in the modern workplace to enable readers to think deeply and critically about these issues Critical Issues in Human Resource Management also includes discussion of the application of HRM in different sectors such as manufacturing the public sector the private sector and not for profit organizations This will enable HR students to examine HR practices in specific industries and to think about how issues might be dealt with differently in different sectors rather than assuming that best practice is universal Online resources include a lecturer guide with additional seminar activities and discussion topics powerpoint slides and annotated weblinks for students to enable them to develop an astute nuanced and critical approach to human resource management Human Resource Management Michael Poole,1999 *Human Resource Management* Ashly Pinnington,Rob Macklin,Tom Campbell,2007-01-25 The book examines ethics and employment issues in contemporary Human Resource Management HRM Written by an international team of academics from universities in the UK the US Australia and New Zealand it examines the problems and opportunities facing employers and employees The book subdivides into three sections Part I assesses the context of HRM Part II analyses contemporary debates continuity and change in HRM and Part III proposes likely developments for the future seeking to identify a more proactive HRM approach towards ethical issues arising in employment Distinctive features include Comprehensive analysis of continuity and change in employment and HRM In depth assessment of the ethical contribution

and potential of HRM Timely evaluation of the ethical achievements to date of HRM in individualized employment relations HRM partnerships HRM and employee performance and strategic HRM Detailed recommendations for HR managers and general managers encouraging more ethically aware practice Guidance on ethical approaches to leadership knowledge management and collective employment relations Analysis of alternative futures for HRM as a profession and advice on how to create more rigorous and independent professional practice A vision of a more innovative cooperative and ethically sensitive set of HRM practices Clear proposals for HRM on how to attain more ethical conduct

International Human Resource Management Paul Iles, Crystal L Zhang, 2013-04-26 International Human Resource Management is an essential book for all students and HR professionals looking to really understand international HRM Covering the context of International HRM HRM and National Culture HRM in different regions and international HRM policies this book provides thorough discussion and comprehensive consideration of all elements of international HRM Full of contributions from experts in specific regions including North America the Middle East and North Africa India Russia and China this book will provide readers with a thorough understanding of HRM around the world With crucial coverage of international HRM issues including cross cultural leadership business ethics global talent supply and management as well as performance management of international staff International Human Resource Management is essential reading for all those working or looking to work in HR around the world particularly those looking to work in multinational companies Fully supported by online resources including powerpoint slides a lecturer guide additional case studies and a bonus chapter on issues and new directions in International Human Resource Management as well as annotated web links and self test questions for students

Strategic Human Resource Management: A Balanced Approach Paul Boselie, Beatrice van der Heijden, 2024-05-07 The highly anticipated third edition of Strategic Human Resource Management offers a fresh perspective on SHRM Bringing together a wealth of expertise in HRM Work and Organizational Psychology and Organizational Behaviour the authors provide a balanced approach to structuring and solving real life HR issues in organizations This new edition aligns Human Resource practices with both the internal and external organizational context and takes a critical perspective on economics sustainability psychology sociology and industrial relations Its unique multi level approach includes the individual employee teams business units organizations sectors and countries to build a more balanced people management value chain New additions New chapter on Career Development New Activity Boxes to encourage practical application of theory New case studies throughout including Google easyJet and Ikea Major revisions to chapters to highlight sustainable career development employability digitalization and diversity Major update of the scientific literature references Key Features Cases and Discussion Questions provide real world scenarios and issues to illustrate contemporary HR issues in practice Stop and Reflect Boxes throughout each chapter are designed to encourage students to critically evaluate topics and issues raised and how they can be applied to real life situations Personal Development Boxes help students think about how to link theoretical

concepts with the development of personal skills appropriate to effective HRM Experiential Exercises present Individual and Team tasks that can be used as in class exercises encouraging students to learn from direct experiences Paul Boselie is Professor in Public Administration Organization Science at Utrecht University the Netherlands His research traverses human resource management institutionalism strategic management and industrial relations Beatrice van der Heijden is Professor in Strategic Human Resource Management at Radboud University the Netherlands and Head of the SHRM Department Her research and teaching are focused on strategic human resource management sustainable careers employability and aging at work

Routledge Handbook of Human Resource Management in Asia Fang Lee Cooke, Sunghoon Kim, 2017-09-11 Human Resource Management HRM is fundamentally shaped by institutional and cultural factors such as the different political environments and social philosophies of particular countries and regions By examining the various organizational aspects of business life and systems of people management in Asia the study of HRM across the continent can therefore give us a greater understanding of Asian societies as well as the contemporary world of work more generally This handbook provides an up to date and intellectually engaging overview of HRM in the Asian context Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM it analyzes important themes such as the regulatory framework for work and employment religiosity family business and gender Using a comparative approach it also effectively highlights the unique features of each country s attitudes towards HRM Covering a range of themes and case studies sections include Institutional and cultural contexts Labour regulation and industrial relations Thematic and functional HRM HRM in selected Asian countries such as China Japan Vietnam India and Singapore Written in a highly accessible style this book will be useful to students and scholars of Human Resource Management Asian Business Economics and Sociology Chapter 15 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution Non Commercial No Derivatives CC BY NC ND 4.0 license

EBOOK: Strategic Human Resource Management: A Balanced Approach Paul Boselie, 2014-02-16 Now in its second edition Strategic HRM A Balanced Approach has been updated and revised throughout to examine the latest in theory and practice Central to its theme is putting HRM in its organizational context and creating a more balanced approach to managing people HR sensitivity To illustrate how understanding context is key to successful strategic HRM this text doesn t offer best practice solutions but takes a critical perspective HRM builds on economics psychology sociology and industrial relations It s a multilevel approach that includes the individual employee teams business units organizations sectors populations and countries Key additions New chapter on talent management New chapter on strategy implementation New cases studies including CERN IKEA and Efteling Major revisions to chapters on achieving the right balance and HR roles Key Features Cases and Discussion Questions provide real world scenarios and issues to illustrate contemporary HR issues in practice Stop and Reflect Boxes throughout each chapter designed to encourage students to critically evaluate topics and issues raised and how they can be applied to real life situations Personal

Development Boxes help students think about how to link theoretical concepts with the development of personal skills appropriate to effective HRM Experiential Exercises present Individual and Team tasks at the end of each chapter that can be used as in class exercises encouraging students to learn from direct experiences Chapter Summaries provide links to learning objectives to help students remember key facts concepts and issues They also serve as an excellent study or revision guide References and Further Reading list the literature referred to and highlight sources to help students to research and read around the topic in more depth Strategic HRM A Balanced Approach offers an engaging and comprehensive discussion of the factors that shape Human Resource Management HRM in organizations Paul Boselie is a Professor in Strategic Human Resource Management SHRM in the Utrecht University School of Governance at Utrecht University the Netherlands His research traverses human resource management HRM institutionalism strategic management and industrial relations

Human Resource Management P B Beaumont,1993-09-20 This major textbook meets the clear need for a substantial but accessible introduction to the practice of human resource management HRM within the context of relevant theory and current debates In a discussion that ranges from the strategic and policy aspects of HRM to the day to day processes of employee management the author identifies and explores key concepts and skills Distinctive features of the book include a focus on issues of direct relevance to all line managers not just to human resource specialists a combination of a knowledge based approach with a practical introduction to the most important skills numerous examples encapsulating concepts and techniques in clear tables and a teaching appendix of discuss *Unlocking Human Resource Management* Margaret Inman,Nuala O'Sullivan,Adrian Murton,2014-01-03 Unlocking Business is a new kind of textbook for business students in their first and second year of a degree Unlocking Human Resource Management provides the following benefits Strict coverage of key knowledge concepts and ideas keeping the title lean and focused and allowing students to find what they want without having to plough through thousands of pages Carefully written for the learner case studies exercises and seminar ideas are woven into the text to help students learn as quickly as possible and to retain that knowledge in the most time efficient way Encourages good practice such as complete referencing and suggested wider reading to help those who wish to obtain the best possible degree classification Useful web resources include further case studies revision summaries and interactive multiple choice quizzes at www.routledge.com/cw/inman A cost effective way to prepare students for their studies

Searching for the Human in Human Resource Management Sharon Bolton,Maeve Houlihan,2007-04-30 Searching for the Human in Human Resource Management is a highly original collection penned by leading critical thinkers in the field of organization studies and HRM each concerned to resituate people at the heart of HRM and organizational analysis It offers contributions in three key areas theory practice and workplace contexts Strategic Human Resource Management Gary Rees,Paul Smith,2017-05-01 An accessible introduction written by a stellar contributor line up of world renowned lecturers and practitioners in the field including Linda Holbeche Stephen Taylor and Jim Stewart **Human**

Resource Management Seema Sanghi, 2014 Human Resource Management HRM is the most challenging and exciting area within management. In the turbulent times we live in, the value of the HRM function is gaining increasing importance in managing organizations. Uniqueness of any organization is dependent on its human capital that brings in the differentiating results. How differently organizations address the HR issues is of utmost importance. This book is designed for management students across the country and line managers who have to deal with HR issues. This insightful and practical book will take the readers through the concepts to applications of Human Resource Management. Interspersed with examples from national and international organizations, the book also brings various HR aspects from countries across the globe, thus bringing in the national and international perspective to all the HR issues. Along with other contemporary and traditional chapters, the book includes the chapters on Establishment and Terms of Services, Competency based HRM, Assessment Centre, Human Resources Accounting, and Work life Balance and Well Being. Value Adding Features: Preview: An opening vignette introducing the HR topic, simulating the reference in context, generating interest and curiosity. Did You Know: Has illuminations, events and historical facts relating to the roots and evolution of HR. Comparative Analysis: Cites examples from national and multinational companies on all aspects of HRM, enabling the readers to compare the problems and solutions. Recent Advances: Feature includes changing conditions, advances in the field and emerging trends that may open up new areas or give leads for project work, studies, surveys and research. Legal Corner: A unique feature that gives insight into the national and international legal issues, framework and challenges faced by the corporates on a day to day basis. Skill building Activities: Designed to tap readers' curiosity and interest, motivate and increase their eagerness to learn, provide an opportunity to expand their current range of knowledge and test their skills with respect to the real world issues. Case Studies: Based on real situations where conceptual knowledge has to be applied to deal with various corporate challenges.

Human Resource Management, Social Innovation and Technology Tanya Bondarouk, Miguel R. Olivas-Luján, 2014-08-08 This volume views innovation of HRM in two ways. At one end, HR practices and policies should be designed to support innovative organizational members and climates, new ideas and larger capacities. At the other end, the HRM function evolves by applying new structures to the practices and by involving new agents in the management process.

Global Trends in Human Resource Management E. Parry, E. Stavrou, M. Lazarova, 2013-02-05 Provides an understanding of how HRM policies and practices differ across countries and how the development of management practice may be affected by different institutional and cultural contexts. Containing contributions from a range of well respected HRM scholars across the world, this collection is based upon data from a unique research project.

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