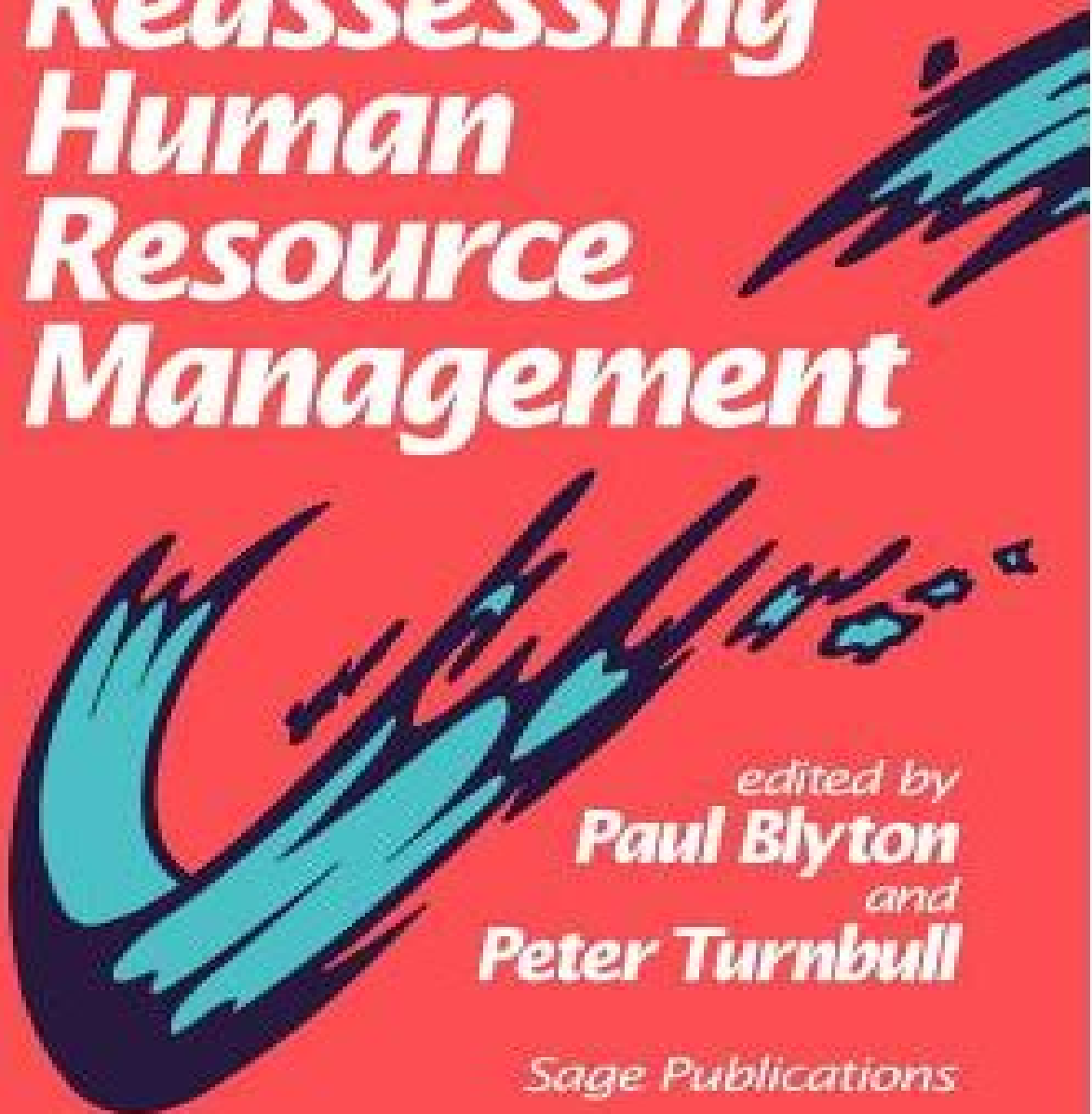


Reassessing Human Resource Management



edited by
Paul Blyton
and
Peter Turnbull

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Reassessing Human Resource Management

Paul Iles, Crystal L Zhang



Reassessing Human Resource Management:

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 Human Resource Management Paul Blyton, Peter J. Turnbull, 1992 [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

Critical Human Resource Management Dhammika Jayawardena, 2021-05-31 Human resource management HRM is the predominant apparatus for people management across the world Since its inception HRM has nevertheless been subjected to critical scrutiny This work has produced a corpus of literature now referred to as Critical HRM This book on Critical HRM traces the development of the critical scholarly tradition in people management It analyzes organizes and synthesizes the various perspectives ideas and arguments that constitute this critical tradition The book identifies the current status and future trends of Critical HRM and explores its ethico political role in contemporary organizations especially in the context of widespread public concern about making business more ethical Incorporating under researched and emerging issues of people management such as the Global South and Critical HRM with more established themes of Critical HRM this book

introduces Critical HRM's critique of mainstream HRM and its underpinning assumptions. It illustrates how interventions have the potential to transform organizational policies and practices of managing people at work. The book will be of interest to professionals, researchers, and academics focusing on critical issues in people management across the Global South and North.

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 a comprehensive analysis of continuity and change in employment and HRM; an in-depth assessment of the ethical contribution and potential of HRM; a 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

This book delves into Reassessing Human Resource Management. Reassessing Human Resource Management is a vital topic that must be grasped by everyone, from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Reassessing Human Resource Management, encompassing both the fundamentals and more intricate discussions.

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- The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Reassessing Human Resource Management.

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