

HUMAN RESOURCE MANAGEMENT: A CONTEMPORARY PERSPECTIVE

Tom Redman and Adrian Wilkinson

IN WILKINSON AND REDMAN (2013) CONTEMPORARY HUMAN RESOURCE MANAGEMENT PEARSON

Tom Redman and Adrian Wilkinson

Introduction

This book is about human resource management and is concerned with the way in which organisations manage their people. In this introductory chapter we discuss our own approach to the study of HRM and the rationale underpinning the ordering and presentation of material in the book. Our aim is to chart the broad terrain of a rapidly developing field of study in order to prepare the reader for the more finely grained treatment of specific HRM topics to be found in the individual chapters. In particular, we examine the rise of HRM, the effects of the changing context of work on HRM, what HRM involves the strategic nature of HRM practice, its impact on organisational performance and the changing role of the HRM function. The chapter concludes with a consideration of our views on the audience at which the book is targeted and some thoughts on how it may best be used.

The development of HRM

The roots of HRM can be found in the emergence of industrial welfare work from the 1890s, as organisations driven by a mix of humanitarian, religious and business motives began to provide workplace amenities such as medical care, housing and libraries. In addition, employment offices were established to deal with hiring, payroll and record keeping. When scientific management emerged, the principles of science were also to be applied to the management of people as

Human Resources Management A Contemporary Perspective

Joginder Kumar Chopra



Human Resources Management A Contemporary Perspective:

Human Resource Management Julie Beardwell, Tim Claydon, 2007 The expert authors of this leading text present a thorough introduction to HRM by exploring a variety of perspectives styles and arguments It takes a rigorous critical approach that makes contemporary developments in Human Resource Management accessible to students They explore the most pressing and topical themes and debates of today HR strategy gender and diversity and employee rights involvement and participation whilst covering in depth the theory and practice of the operational aspects of HRM The final part of the text compares trends in HRM around the world with a particular focus on India and China as well as the influence of multinational corporations on the practice of HRM Human Resource Management is written for undergraduate postgraduate and MBA students as well as those studying for the CIPD qualifications

Human Resource Management Ian Beardwell, Len Holden, 1997 This textbook has a strong academic underpinning easy to use features and lecturer support material The second edition has new chapters on HRM in the public sector and vocational education and training

Human Resource Management Ian Beardwell, Len Holden, 1994-01-01

Human Resource Management Textbook Ian Beardwell, Len Holden, 1997

Human Resource Management Ian Beardwell, Len Holden, 1994

Contemporary Perspectives in Human Resource Management and Organizational Behavior Riann Singh, Shalini Ramdeo, 2023-05-04 This book aims to address one of the key challenges facing Human Resource Management HRM and Organizational Behavior OB researchers It delves into contemporary topics from which focused research models ideas and questions can be developed and tested HRM and OB are closely related and intersect each other in the examination of practices which are aimed at managing employees and explaining their behaviors Proposing to provide researchers with easy access to a slew of contemporary research advancements within the field this work explores ten contemporary research areas within HRM and OB Topics include innovative HRM OB responses in crises alternative work arrangements for the contemporary workplace employee mental health from diversity to inclusion in the workplace workplace harassment HRM in small and medium enterprises alternative perspectives in employee turnover organizational citizenship and counter productive work behaviors leading for work engagement and employee motivation in a changing environment Providing researchers with a comprehensive overview of research advances within selected contemporary areas this book seeks to spur critical thinking spark alternative research perspectives innovate extensions to existing theories and provide the foundation from which focused research can grow and develop within these management fields

Managing Human Resources Keith Alexander Macky, MACKY et.al., 2008 This title focuses on the practical application of human resource management HRM theories and research in a New Zealand context The authors point out that HR practitioners and academics need to be cautious about the uncritical acceptance and application of research findings and practices developed internationally A great many contextual factors national legislative requirements comparative union reach and strength labour market conditions etc necessitate a careful consideration of how

well HRM practices transfer across national boundaries Therefore reference to New Zealand research and human resource HR practice is included throughout bedded within a strategic and international research based foundation This book updates and replaces the earlier book Managing Human Resources in New Zealand 2e by Macky and Johnson New chapters have been added Ch 3 4 10 12 2 8 and other chapters extensively updated and restructured With a sound foundation based on contemporary research and a strong practical element this title is useful to current practitioners wishing to update their knowledge and students considering careers in HRM or general management

Contemporary Perspectives on Human Resource Management Wilhelm Osterdahl, 2024-02-13 Essay from the year 2017 in the subject Leadership and Human Resources Miscellaneous grade 2 3 Manchester Metropolitan University Business School course Contemporary Perspectives on HRM language English abstract This assignment will discuss the case study of Global Business School GBS by breaking down all the intrinsic theory that can be applied to this case study It starts with defining what HRM is moving to different theoretical applications of best practice HRM the Ulrich Model and then respectively CIPD together with other relevant theoretical approaches to the case study It will extend to all the areas covered by the applicable theory and then contrast the benefits and issues associated to it Providing throughout the assignment examples and perspectives from several authors that will be supported with relevant references on which it will be possible to critically analyse and draw a conclusion about Mr Jones case study

Talent Management, 2021-08 A must have textbook for students and budding HR professionals that provides insights on attracting retaining and motivating talent in organizations for sustained competitive advantage This book provides the readers with a better understanding of devising talent strategies in an organization in contemporary times From acquiring appropriate talent to the pipeline development for talent motivating them in challenging times and retaining them all the aspects of talent management have been covered in this resourceful collaboration Talent Management A Contemporary Perspective adopts a modern approach to the traditional concepts and shows how companies can adapt to the evolving issues and bring more agility to the overall system to maximize their performances The real life cases contained therein provide better understanding of the decision making process of firms offering invaluable teaching learning opportunities Key Features A unique assortment of various dimensions of talent management contributed by eminent experts and academicians in the field Enriched with real life case studies industry insights and strong theoretical framework Comes with a plethora of robust and engaging pedagogical features to enrich classroom teaching learning process Acts as a practical tool and guide for students of management as well as employers recruiters and academicians

Human Resource Management Ronan Carbery, Christine Cross, 2024-10-17 How does the wellbeing of Deliveroo drivers intersect with their work in the gig economy Has the COVID 19 pandemic facilitated innovation or damaged our relationship with work Should managers be able to track employees productivity through digital software This new edition of Human Resource Management tackles key questions from every area of HRM With a clear succinct style and integrated pedagogical activities

this book makes difficult concepts accessible and gives you the skills to think critically and independently about business. There is a strong focus on employability with features such as HRM and Organizational Performance and HRM in Practice helping you to put theory into practice for the modern workplace. This new edition has been thoroughly updated with developments in diversity and inclusion, digitalisation, changes in work practices since COVID 19 and looking ahead to the future of work. It takes a truly global approach with case studies from a huge range of countries and examples from diverse industries. This brilliant introductory textbook is compulsory reading for undergraduate and postgraduate students studying HRM business and management as well as those on CIPD accredited courses. New to this Edition: Fully revised and updated learning features including coverage of cutting edge developments in The Contemporary Nature of HRM features and brand new case studies. New international content to reflect our globalised interconnected world. References to popular culture such as Gordon Ramsey's management style, workplace stereotypes in Legally Blonde and what we can learn from Lana Del Ray's music career.

Experiencing Human Resource Management Christopher Mabey, Denise Skinner, Timothy Clark, 1998-01-28 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.

Contemporary Human Resource Management Adrian Wilkinson, Tony Dundon, 2021-05-05 Written by experts in the field, this well-established book provides a critical and academically rigorous exploration of the key functions, practices and issues in HRM today. The first part of Contemporary Human Resource Management covers fundamental HRM practices, while the second half examines contemporary themes and issues such as workplace bullying, flexibility and emotion at work. Each chapter contains two thought-provoking case studies encouraging readers to identify, examine and apply key concepts to real-world examples. This substantially revised sixth edition includes three completely new chapters and case studies on HRM in SMEs, The Future of Work, Employee Wellbeing.

A Textbook of Human Resource Management Dwivedi R.S., 2009-11-01 This book is designed for management students interested in the conceptual background and content that is essential for understanding the relevant issues in human resource management. HRM emphasizes a general management approach to HRM to meet the challenges of the 21st century.

Human Resource Management A Contemporary Approach Joginder Kumar Chopra, 2009-01-01

An Introduction to Human Resource Management Nick Wilton, 2016-04-30 Get 12 months FREE access to an interactive eBook when purchasing the paperback. Reflecting the global nature of the workplace with its use of real-world examples and case studies, Nick Wilton's book is not another 'How to' book.

of HRM in practice but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers. Providing an introduction to the management of people in work organizations, it seeks to outline the purpose and operation of HRM activities in the real world whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study. It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well-being in the workplace but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists but an area of interest or concern for all organizational actors. The new edition comes packed with features that encourage readers to engage and relate theory to practice, including Management skills and attributes boxes outlining the required competencies of line managers and HR practitioners, HR in practice boxes illustrating how HRM theory works in real-world practice, Ethical insights presenting ethical considerations for budding practitioners, Global insights highlighting practices around the world, Research insights inviting students to explore further academic research, Case Studies and Examples offering a more in-depth look at HRM across a variety of organizations. A free interactive eBook featuring author videos, web links, interactive multiple-choice questions, free SAGE journal articles, extended case studies, and other relevant links allowing access on the go and encouraging learning and retention whatever the reading or learning style. Aimed at students across the academic spectrum, whether studying on a specialist HRM or CIPD program of study, a generalist business and management programme, or studying HRM as part of a programme in an unrelated discipline such as engineering or humanities. Interactivity only available through VitalSource eBook included as part of paperback product. ISBN 9781473954199. Access not guaranteed on second-hand copies as access code may have previously been redeemed.

[The Sage Handbook of Human Resource Development](#) Tonette S. Rocco, Michael Lane Morris, Rob F. Poell, 2024-08-30

The Sage Handbook of Human Resource Development offers a comprehensive exploration of the evolving landscape of HRD, serving as both an orientation to the profession and an analytical examination of HRD as a field of study and research. The handbook addresses key questions such as the state of HRD globally, its changes over the past decade, and the foundational philosophies and values shaping research and practice in HRD. Across eight sections, the handbook covers foundational aspects, theoretical influences, learning and workforce development, talent and career development, leadership and organizational development, diversity, equity, inclusion, and belonging, technology-enhanced HRD, and emerging issues and future directions. Each section provides insights into diverse topics ranging from workplace learning, action learning, and employee engagement to social media, artificial intelligence, and future trends. With contributions from scholars across the globe, the handbook reflects the global nature of HRD, making it applicable to academic programs worldwide. Designed for academics, graduate students, HR leaders, executives, managers, and consultants, this handbook stands out with its diverse

perspectives and insights making it an indispensable guide for those seeking a deep understanding of the dynamic field of Human Resource Development A FOUNDATIONS OF THE DISCIPLINE OF HRD B THEORETICAL INFLUENCES ON HRD C LEARNING AND WORKFORCE DEVELOPMENT D TALENT AND CAREER DEVELOPMENT E LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT F DIVERSITY EQUITY INCLUSION AND BELONGING G TECHNOLOGY ENHANCED HUMAN RESOURCE DEVELOPMENT H EMERGING ISSUES AND FUTURE DIRECTIONS

Contemporary Issues in Human Resource Management Stephen Taylor, 2011-09-12 Contemporary Issues in Human Resource Management is uniquely holistic in its approach to advanced HRM and takes the reader logically through a wide variety of practical issues and functions that affect HR practitioners Topics addressed include competition and choice people and skills regulation and public policy social trends engaging people managing an international workforce and developing and implementing HR strategies It is an essential one stop resource that clearly evaluates the issues surrounding the way people are managed offers insight into the future development of HRM and provides the theoretical framework that will enable success in practice Contemporary Issues in Human Resource Management is packed full of engaging features such as chapter by chapter learning outcomes case studies critical reflections questions and activities designed to actively engage you with the material addressed and summaries of key points to aid learning Taking you step by step through the aspects of HR management so vital for the practice of HR within an organisation Stephen Taylor's innovative textbook is ideal for students taking an HRM module at undergraduate or Master's level as well as students taking other modules that explore people management in relation to the wider business context Online resources are offered to complement the material and include annotated web links for a wealth of useful sources and information to develop your understanding multiple choice questionnaires PowerPoint slides for tutors to design their programmes along with Lecturer's guides [EBOOK: International and Comparative Human Resource Management](#) Graham Hollinshead, 2009-11-16 International and Comparative Human Resource Management offers students a clear and contemporary introduction to issues in managing the human aspects of international organisations International Human Resource Management IHRM has grown in significance as a field of study over the past decade due to the internationalisation of business freedom of movement of labour and capital and international regulation of employment matters This new book takes a fresh and distinctive approach combining analysis of international HR policy and practice with detailed exposition of contexts and systems of HR in a selection of developed and developing countries *Seven Moralities of Human Resource Management* T. Klikauer, 2014-10-28 Seven Moralities of Human Resource Management analyses morality of HRM from the perspective of American psychologist Laurence Kohlberg This book examines and makes value judgements on whether or not HRM is moral from the viewpoint of Kohlberg's seven stages of morality as a follow up study of the author's 2012 book Seven Management Moralities **Human Resource Management** Jonathan Crawshaw, Pawan Budhwar, Ann Davis, 2020-05-30 A comprehensive introduction to HRM for

students who are new to the field but who will be seeking employment in a global market working with diverse colleagues and across international borders Broken down into three parts covering Strategic Issues in HRM HRM in Practice and HRM in Context and weaving international and cross cultural perspectives throughout the text explores the ever changing world of human resource management The various theories practices and debates that populate this field are examined and the challenges and controversies that arise when theory meets practice are explored The international dimensions of HRM including cross cultural working diversity equality and international business have been considered throughout Practical learning features have been included to help students develop skills they can apply to their course and in graduate employment In the new edition all chapters have been thoroughly updated and the authors have included an additional chapter on Digitization and Artificial Intelligence in HRM The book is supported by a wide range of online resources and tools for both lecturers and students including access to SAGE journal articles chapter specific podcasts SAGE video PowerPoint slides interactive multiple choice questions and SAGE Business Cases Suitable for undergraduates and post graduate students looking for a strategic and international perspective of HRM

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