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*A guide to the Semantic Web, which will
transform the Web into a structured network
of resources organized by meaning and*

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relationships.

Conducting business across national borders is nothing new; the Knights Templar were banking internationally as long ago as 1135. But modern globalization processes raise different challenges, and as the world becomes smaller and labour movements more common, an international

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understanding of human resource management is essential. The second edition of International HRM provides a fully updated and revised analysis of this important area. Its innovative, multi-disciplinary approach allows a holistic picture to emerge in which key issues are assessed from organizational, individual

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and societal perspectives. The collection is divided into three parts: the contemporary internationalization context the management of international employees strategic issues facing international HR managers.

Supported by new research, and including work from eminent writers in the field, this book discusses issues as diverse as the

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relative absence of women in international work, the ethical merits of localization, and the context faced by organizations like the United Nations. It is a valuable tool for all students, researchers and practitioners working in international business and human resource management.

Effective management of human resources

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is essential to the success of any organization. In this authoritative, sophisticated and engaging new text on Human Resource Management, an international team of leading analysts guides the advanced student through this fundamental discipline of management in all its complexity. The book explores all the

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central themes and concepts of HRM theory and practice, and introduces the most important issues influencing contemporary practice in a wide range of organizational contexts. It systematically examines the main functional areas of HRM, and engages with a number of key contemporary issues for both scholars and practitioners. Topics

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covered include: Strategic HRM Ethics in HRM Knowledge management HRM and performance Outsourcing and implications for HRM HRM in small and medium enterprises Key functional areas of HR practice International HRM Adopting a critical perspective throughout that challenges the student to examine closely the

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fundamental purpose and practices of HRM, this book is essential reading for all serious students of Human Resource Management and for any HRM professional looking to deepen his understanding of the subject.

There have been fundamental changes in remuneration practices in the UK over the

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last quarter century, with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance, skills or competency. This new text, which includes chapters by major UK academics and consultants who are specialists in the reward

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management field, is the first to adopt a critical and theoretical approach to these changes in reward systems. It covers the Institute of Personnel and Development's reward syllabus but, unlike other reward books, takes a thematic and theoretical approach to the material.

The SAGE Handbook of Human Resource

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Management

Contemporary Perspectives

*Key Concepts in Critical Management
Studies*

*The Psychology of Green Organizations
A Critical Perspective*

International Human Resource Management

This revised edition is a

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comprehensive, authoritative set of essays. It is more detailed and analytical than the mainstream treatments of HRM. As in previous editions, Managing Human Resources analyses HRM, the study of work and employment, using an integrated multi-disciplinary

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approach. The starting point is a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm. The consequences of HRM need to incorporate analysis of employees and other stakeholders

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as well as the implications for organizational performance.

Healthy organisations are twice as likely to get better results than unhealthy ones, and this could be a matter of life and death if your business is healthcare. Whatever way you look at it, HR has a key role

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to play and the authors once again points the way. Õ Đ Clare Chapman, Group People Director, BT (British Telecoms) Ôlf healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology, then healthcare

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workforces will need to managed with imagination, agility and innovation. This important book sets out some of these challenges in a thoughtful and accessible way, allowing the reader to tap into the research pedigree of its authors and to draw out lessons and

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evidence which will inform both strategy and practice. Õ Đ Stephen Bevan, Director, Centre for Workforce Effectiveness, The Work Foundation This insightful book discusses vital concepts of system sustainability in terms of productivity, quality improvement,

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innovation and cost control in the context of maximising the potential of staff in the health care sector through effective human resource management. Health systems in the western world face increasingly intense pressure to contain or reduce costs, while countries such

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as China and India move towards universal coverage. The contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems. They argue that the high proportion of health care system costs invested in

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staffing place the human resource function at the forefront of meeting this challenge. Sustained system change and productivity gains, more effective management of staff and work climate are essential elements of reform and are all covered in this book The book

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provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before. It will strongly appeal to academics and students of health service management and public sector management. Health

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service managers, HR professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium.

"I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for

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recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from

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reading this volume." Neal M. Ashkanasy, Professor of Management, The University of Queensland Anne-Wil Harzing and Ashly Pinnington's bestselling textbook has guided thousands of students through their International Human Resource Management

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studies. The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating

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journey through the core curriculum, contemporary debates and emerging issues in IHRM. New for the fourth edition: Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge

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This text comes with access to a companion website containing web links, SAGE journal articles and more.

HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier

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roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading

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***scholars from around the world -
and from a range of disciplines - to
provide an authoritative account of
current trends and developments.
The Handbook is divided into four
parts: * Foundations and
Frameworks, * Core Processes and
Functions, * Patterns and***

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Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM. Critical Thinking in Human Resource Development

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***Applying Critical Evaluation
Meeting the Challenge of Human
Resource Management***

***Concepts, Methodologies, Tools,
and Applications***

A critical text

The new edition of this SAGE

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Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management. Bringing together contributions from leading international scholars - and with brand new chapters on key

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emerging topics such as talent management, engagement , e-HRM and big data - the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management, while contextualizing practice within

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wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The second edition of this

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Handbook remains an indispensable resource for advanced students and researchers in the field. PART 01: Context of Human Resource Management PART 02: Fundamentals of Human Resource Management PART 03:

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Contemporary Issues

This book is a pioneering work that maps out the ideological evolution of HRM research and practices, with a particular focus on our contemporary era of multinational corporations. It explores the ideological evolution

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of Human Resource Management (HRM) from the 1950s to the present day and maps out the development of HRM research and practices from a Critical Theory perspective. Its findings open up avenues for metatheoretical development

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within the HRM research field and provide employees under modern capitalism with emancipatory awareness. Both the theoretical framework and the empirical findings of this study will be of interest to HRM researchers as well as

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management researchers of all epistemological backgrounds, particularly those working within Critical Management Studies. This work will also appeal to teachers and students, and it could serve as a textbook for a number of postgraduate level

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courses, including Organization Theory, Critical Management Studies, Human Resource Management, Business History, Sociology of Management, and Critical Theory.

By problematising core HR topics and presenting significant new

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developments in the field, this engaging textbook will enable students to develop a nuanced and critical approach to HRM. It integrates students' understanding of the key operational aspects of HRM with the wider institutional, social,

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political and economic contexts in which they occur, covering important and emerging topics such as intersectionality, wellbeing, international migration, globalisation and corporate governance.

Theoretically-rigorous and rich in

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pedagogy, this textbook will hone students' critical thinking skills, allowing them to confront higher level problems faced in HR and deal with complex real-world HR situations. A range of topical international case studies - ranging from iPhone factories in

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China to contemporary US politics - places HR issues in a comparative, global context. This is an essential textbook for upper-undergraduate, postgraduate and MBA students studying contemporary or critical issues in HRM. It can also be used as a

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supplementary text by those wanting to deepen their knowledge of HRM and by practitioners keen to understand how core HRM topics intersect with wider contemporary and global issues.
David McGuire's student-friendly

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introduction looks at Human Resource Development on an individual, organisational and societal level analysing how HRD can play a major role in organisational innovation, in developing communities and society and in operating on a

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cross-national and international basis. Key features: Links key training design and learning theories to broader economic and societal issues for a more holistic and in-depth understanding of the field. Seven brand new chapters ensure a good fit with

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HRD programmes at all levels and reflect the latest developments in the field, including career development, strategic HRD, knowledge management, the environment, ethics and CSR and the future of HRD. High profile case studies in

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each chapter bring the theory to life including Apple, Massive Open Online Courses, Barclays, Stephen Lawrence, Lloyds Pharmacy, Marriott Hotels, Netflix, Black and Decker, Google, Colgate-Palmolive, Marks and Spencer and Valve. Case

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vignettes throughout the chapters highlight HRD in action and provoke critical analysis and discussion, including How a Beer Can Aided the Design of Canon's Revolutionary Mini-Copier and The Alaskan Village Set to Disappear Under Water in a

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Decade. An Appendix contains advice on preparing for an HRD examination as well as example exam questions and sample answers, to ensure examination success. Chapters map to the CIPD's requirements at levels 5 and 7 making it an ideal core text

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*for accredited and non-accredited
programmes alike.*

Reward Management

Critical Issues in Human

Resource Management

Making an Impact in Small

Business HR

Human Resource Management in

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The Ideological Evolution of
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**Combining up-to-date
research, innovative content
and practical perspectives,
this book is the benchmark by**

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which all other strategic HRM reference works should be measured. Leading figures from around the globe survey the current state of the discipline, while also introducing and exploring new, cutting edge themes in

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**order to offer a
comprehensive and
authoritative overview of the
field. Section introductions
and integrative critiques pull
together the separate themes
to provide cross-comparisons
between chapters to create a**

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cohesive and well-structured volume. Unlike other texts in this area, The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business

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writers in areas adjacent to human resource management, including strategy, innovation and organizational learning. These add fresh and challenging insights into HRM themes from key mainstream business and

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management thinking. The field of strategic HRM is thus enriched and extended by this volume. Focusing on the interplay between theory and practice, this book is an essential resource for researchers and students

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studying human resource management and strategy. The construction sector is one of the most complex and problematic arenas within which to manage people. As a result, the applicability of much mainstream human

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resource management (HRM) theory to this industry is limited. Indeed, the operational realities faced by construction organizations mean that all too often the needs of employees are subjugated by performance

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concerns. This has potentially dire consequences for those who work in the industry, for the firms that employ them and ultimately, for the prosperity and productivity of the industry as a whole. In this new edition of their

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leading text, Andrew Dainty and Martin Loosemore have assembled a collection of perspectives which critically examine key aspects of the HRM function in the context of contemporary construction organizations. Rather than

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simply update the previous edition, the aim of this second edition is to provide a more critical commentary on the ways in which the industry addresses the HRM function and how this affects those who work within the industry.

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To this end, the editors have gathered contributions from many of the leading thinkers within construction HRM to critique the perspectives presented in the first edition. Each contributor either tackles specific aspects of the

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HRM function, or provides a critical commentary on industry practice. The authors explain, using real-life case studies, the ways in which construction firms respond to the myriad pressures that they face through their HRM

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practices. Together the contributions encourage the reader to rethink the HRM function and its role in defining the employment relationship. This provides essential reading for students of construction and project

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management, and reflective practitioners who are interested in theoretically informed insights into industry practice and its implications. ?

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ApproachRoutledge

Human resource management has become an integral part of the managerial role and is vital to the success of most organizations. Emphasising current developments in theory and practice, David

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Goss discusses the key issues in human resource management and highlights the extent to which previous personnel procedures have been superceded by emerging ideas and techniques in HRM. His examination of the field

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from a non-specialist's position offers a critical assessment of the human resource function and draws the links between HRM and general management practice and strategy. Human resource management has become an

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Cost, Quality and Productivity
Equation**

**The Innovation Imperative in
Health Care Organisations
A Critical Text**

**Human Resource
Management in a Global**

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Context

**Human Resource
Management in Transition**

The Psychology of Green
Organizations brings
together a number of
researchers to review

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leading research in
different areas of
organizational
environmental
sustainability. In so
doing, it consolidates
available knowledge on

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employees' contributions
to corporate
environmental
initiatives, stimulates
future empirical
research on this topic,
and provides

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recommendations as to how organizations can improve their environmental performance through their employees.

This book focuses on the

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way people are developed at work; the skills that are encouraged, the way they are controlled and the implications they have for the people who possess and exercise

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them. Taking a critical perspective, Skill, Training and Human Resource Development draws on a wide range of research and covers an array of organizational

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practices - from
managing culture and
emotional labour to job
design and
qualifications - and
adeptly considers the
implications of these

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for the people involved. A global, contemporary and critical view of human resource management. Using international examples and case studies, this

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text covers the basic principles of HRM, whilst exposing students to real world issues facing managers on a daily basis. This text is essential reading for

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anyone who wants to understand and engage critically with HRM globally.

This second, updated and extended edition of the Handbook of Research on

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Comparative Human
Resource Management
draws on the work of
many of the world's
leading researchers in
the field to present the
state of the art to

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Scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on

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comparative studies of
specific areas of HRM
practice and on the
unique features of HRM
in all the main regions
of the world.

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People Management Across
the Global South and
North
Spinning the Semantic
Web
A Critical Management

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Approach to the
Digitilization of
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Human Resource
Management
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Research Collaboration

*This book draws on
recent debate
surrounding the
emergence of cognitive
intelligence in
organizations, exploring*

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*the redefinition of the
labor market and
consequently,
employment. With a
particular focus on
Human Resource
Management (HRM), the*

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authors analyse the socio-cultural transformation of traditional practices and methodologies that are occurring in the workforce. Digital HR

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presents detailed case studies and interviews with HR managers of large multinational companies, providing comprehensive empirical evidence for academics

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*and students interested
in the development of
HRM in today's digital
landscape. The book will
also be valuable to
practitioners and
managers looking to*

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*adapt the role of HR in
their own companies or
organizations.*

*Human resource
management (HRM) is the
predominant apparatus
for people management*

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across the world. Since its inception, HRM has nevertheless been subjected to critical scrutiny. This work has produced a corpus of literature now referred

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*to as 'Critical HRM'.
This book on Critical
HRM traces the
development of the
critical scholarly
tradition in people
management. It analyzes,*

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organizes and synthesizes the various perspectives, ideas and arguments that constitute this critical tradition. The book identifies the current

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*status and future trends
of Critical HRM, and
explores its ethico-
political role in
contemporary
organizations,
especially in the*

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*context of widespread
public concern about
making business more
ethical. Incorporating
under-researched and
emerging issues of
people management, such*

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*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*

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*underpinning
assumptions. It
illustrates how
interventions have the
potential to transform
organizational policies
and practices of*

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*managing people at work.
The book will be of
interest to
professionals,
researchers, and
academics focusing on
critical issues in*

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*people management across
the Global South and
North.*

*Human resources
management is essential
for any workplace
environment and is*

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*deemed most effective
when a strategic focus
is in place to ensure
that people can
facilitate that
achievement of
organizational goals.*

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But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance.

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methodologies, and
research related to
human resources
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professional, this three-*

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tools and technologies,
methods and design,
applications, managerial*

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social/behavioral
perspectives, critical
issues, and emerging
trends in the field,
touching on effective
and ineffective*

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*management practices
when it comes to human
resources. This multi-
volume work is vital and
highly accessible across
the hybrid domain of
business and management,*

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academics, consultants,
and practitioners look
at the future of human
resources The follow-up*

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(978-0-471-19714-0),
this book presents an
international panel of
expert contributors who
offer their views on the*

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*state of HR and what to
expect in the future.
Topics covered include
HR as a decision
science, understanding
and managing people,
creating and adapting*

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*organizational culture,
the effects of
globalization,
collaborative ventures,
and investing in the
next generation. Like
its bestselling*

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*predecessor before it,
The Future of Human
Resource Management
offers the very best
thinking on the future
of HR from the most
respected leaders in the*

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field.

Managing Human Resources

The Far Right Today

Handbook of Research on

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Resource Management

Skills, Training and

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Human Resource

Development

Critical Perspectives on

Business and Management

A Critical Look Into HRM

Research and Practices

Ideal as an introduction and as a

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quick reference, Key Concepts in Critical Management Studies explores the essential concepts used within the field today. Specially edited and written by a range of international experts, key ideas are succinctly explained and illustrated beyond a

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simple definition. Further reading suggestions and cross-referencing provide the reader with means to develop their knowledge further. With over 50 entries, from Actor Network Theory to Utopianism, readers have instant access and explanation of the

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*most influential concepts in CMS
literature.*

*Context is increasingly recognised as a
critical explanatory variable in
accounting for commonalities and
differences in human resource
management. Giving expression to it in*

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research models holds the prospect of enhancing theory development, deepening our appreciation of embedded practices in diverse territories, and opening up new lines of enquiry. However, contextualisation presents a significant research

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*challenge and increasingly,
international academic research
networks that bring together scholars
from different countries in the co-
production of knowledge represent a
key approach to rising to this
challenge. This volume documents*

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aspects of the development of one such network, namely the Cranet Network on International Human Resource Management, and presents a series of recent contributions from the network. The chapters highlight, inter alia, the limits to convergence in human

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resource management as a result of contextual determinism, the role of institutional actors, markets, and work regulation in accounting for variations in practices, the contextual specificities and dynamics at play in transition economies, along with key

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methodological challenges that arise when seeking to build cumulative comparative knowledge via network collaborations of this nature. The chapters in this book were originally published as a special issue of International Studies of Management

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& Organization.

The idea of human resource management has become topical and controversial. The term suggests that people in any organization are an asset to be upgraded and fully utilized rather than merely a variable cost to

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be minimized. This in turn implies that the way in which people are managed is a matter of crucial strategic concern. Increased international competition has produced various initiatives world-wide for new approaches to management, in

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particular human resource management. This searching set of interpretations, first published in 1983, will be of interest to serious practitioners and students alike. In this unique volume John Storey has brought together leading authorities to

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provide comprehensive and state of the art coverage of the key and emerging issues in HRM appropriate for students at undergraduate and postgraduate levels. The second edition contains fully revised and updated chapters from the original

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contributors but also covers new themes such as HRM and Ethics, Knowledge Management, Organizational Learning, Culture and Change, and HR in International Joint Ventures. In addition, current debates about the nature and significance of

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HRM are taken on to new ground. Further coverage includes the link with corporate strategy, the interface with the personnel function, and trade unions and industrial relations. In short - an in-depth and authoritative text.

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A European Perspective

*The Future of Human Resource
Management*

*64 Thought Leaders Explore the
Critical HR Issues of Today and*

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Tomorrow

Careers and Talent Management
The Oxford Handbook of Human
Resource Management

"International Human Resource
Management is a textbook for
undergraduate, postgraduate and

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MBA students studying international human resource management, international management and international business."--Jacket.

The far right is back with a vengeance. After several decades

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at the political margins, far-right politics has again taken center stage. Three of the world ' s largest democracies – Brazil, India, and the United States – now have a radical right leader, while far-right parties continue to increase their profile

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and support within Europe. In this timely book, leading global expert on political extremism Cas Mudde provides a concise overview of the fourth wave of postwar far-right politics, exploring its history, ideology, organization, causes, and

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consequences, as well as the responses available to civil society, party, and state actors to challenge its ideas and influence. What defines this current far-right renaissance, Mudde argues, is its mainstreaming and normalization

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within the contemporary political landscape. Challenging orthodox thinking on the relationship between conventional and far-right politics, Mudde offers a complex and insightful picture of one of the key political challenges of our time.

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most labour-intensive industries, people management issues are given inadequate attention. Furthermore, the focus of attention with regards to HR has been on the strategic aspects of HRM function - yet most problems and operational issues arise

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on projects. To help redress these problems, this book takes a broad view of HRM, examining the strategic and operational aspects of managing people within the construction sector. The book is aimed at project managers and

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students of project management who, until now, have been handed the responsibility for human resource management without adequate knowledge or training. The issues addressed in this book are internationally relevant, and are of

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fundamental concern to both students and practitioners involved in the management of construction projects. The text draws on the authors' experience of working with a range of large construction companies in improving their HRM

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While communicating is a vital skill for managers at all organizational levels and in all functional areas, human resource managers are expected to be especially adept communicators, given the

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important interpersonal component of their roles. Practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of communication theory and practice into standard human

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resource management practices. This book compiles readings by thought leaders in human resource management and communication, exploring the intersection of interests, theories, and perspectives from the two fields to

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highlight new opportunities for research and practice. In addition to covering the foundations of strategic human resource management, the book: offers a critical review of the research literature on topics including

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performance management,
compensation, and development
uses a communication perspective
to analyze the impact of corporate
strategy on human resource
systems investigates the key

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human resource management
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effectiveness directly discusses
the implications of communication
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