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Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan

People Management and Development Mick Marchington, Adrian Wilkinson, 2002 This is the leading textbook for students taking the CIPD professional qualification and has been fully revised and rewritten to take account of the new academic standards that will be taught from September 2002. The title has been changed from Core Personnel and Development to People Management and Development to reflect the change in the standards.

Human Resource Management at Work Mick Marchington, Adrian Wilkinson, 2005 This new 3rd edition of the best-selling text *People Management & Development: Human Resource Management at Work* is the complete text for anyone studying Human Resource Management. Combining the latest academic research with practical approaches to managing HR in the workplace, the text is thoroughly revised with increased signposting to enhance accessibility, a revised structure designed to be more flexible for use on CIPD and non-CIPD courses, as well as the addition of more international cases. Ideal for students studying for the CIPD professional qualification as well as general human resource management modules at undergraduate and postgraduate level. A 'route map' at the front of the book will indicate how the text can be used on both CIPD and non-CIPD courses to assist lecture preparation. TARGETED AT - Students studying CIPD Professional Qualifications and undergraduate and post graduate students taking HRM modules on business and HRM courses

Human Resource Management in the Hotel Industry Kim Hoque, 2013-01-11 Over the last decade, human resource management has come to be viewed as the dominant paradigm within which analyses of the world of work have been located. This volume examines the nature and assesses the impact of HRM within a highly under-researched division of the service sector, namely

the UK hotel industry. Common perceptions of management practices in the hotel industry typically include work intensification, high labour turnover, lack of training and poor career prospects, and casualised terms and conditions of employment. Using data from a survey of over 200 hotels, this book challenges such stereotypes by demonstrating that this part of the service sector is just as likely to have experimented with new approaches to HRM as the manufacturing industry. It suggests that primary influences on managerial decision-making in the hotel industry are no different from the primary influences affecting decision-making elsewhere, countering the argument that mainstream management theories are inapplicable within the hotel industry. Furthermore, where hotels emphasise the importance of service quality enhancement and where they introduce HRM as an integrated, mutually supporting package of practices, a strong relationship between HRM and organisational performance is proposed.

International Review of Industrial and Organizational Psychology 2009 Gerard P. Hodgkinson, J. Kevin Ford, 2009-04-22 The 24th volume in this prestigious series of annual volumes, the International Review of Industrial and Organizational Psychology 2009 includes scholarly, thoroughly researched, and state-of-the-art overviews of developments across a wide range of topics in industrial and organizational psychology. An international team of highly respected contributors reviews the latest research and issues in the field with eight chapters supported by extensive bibliographies. This volume is ideal for organizational psychologists, MSc level students in organizational psychology, and researchers seeking literature on current practice in industrial and organizational psychology.

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' 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).

Queer Theologies: The Basics Chris Greenough, 2019-10-01 Queer Theologies: The Basics is a concise and illuminating introduction to the study of this controversial and discursive subject area. This book provides an accessible exploration into the major themes within queer studies, queer theologies, and themes of gender and sexuality in Christianity. Topics covered include: The development of queer theologies Queering 'traditional' theology Queer theologies in global contexts Queer Bible Queer theologies from queer lives With a glossary of key terms and suggestions for further reading throughout, this book is an ideal starting point for anyone seeking a full introduction to Christian queer theologies as well as broader themes in theology, gender, and sexuality.

People Management and Performance John Purcell, Nicholas Kinnie, Juani Swart, Bruce Rayton, Susan Hutchinson, 2008-09-03 Do human resource management practices actually work? This timely and engaging volume examines the links between people management practices and organizational performance. Focusing on the implementation and impact of HR strategies, the book puts forward a model, which draws attention to: The importance of the culture and values of the organization The needs of professional knowledge workers The links between human resources and performance People Management and Performance takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice. Incorporating case studies from well known organizations, such as Nationwide and Selfridges, this book will be of interest to graduate students of HRM and business

and management, as well as practitioners working in the field.

Exploring Employee Relations Mike Leat, 2009-11-04 Exploring Employee Relations is a straightforward and accessible text that is aimed at students who are taking the subject for the first time. The structure is clear and logical, leading the newcomer through the topics in a way to maximise comprehension. Key issues are highlighted and supported by a small case or example from business. Chapters are structured to enable progressive learning with a logical development of the content. Each chapter ends with a summary of the key points met in the text and these are further reinforced by review and discussion questions, with answers and feedback on the activities included at the end of the book. The chapters are grouped thematically into parts and longer case studies are included that are suitable for assignment and seminar work. This new edition is thoroughly revised with a new international approach which provides new material on the European Union and the role of Government and Demography, bargaining power and securing employee commitment. The text has also been written to cover the new CIPD employee relations syllabus

People Management and Performance John Purcell, Nicholas Kinnie, Juani Swart, Bruce Rayton, Susan Hutchinson, 2008-09-03 Do human resource management practices actually work? This timely and engaging volume examines the links between people management practices and organizational performance. Focusing on the implementation and impact of HR strategies, the book puts forward a model, which draws attention to: The importance of the culture and values of the organization The needs of professional knowledge workers The links between human resources and performance People Management and Performance takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice. Incorporating case studies from well known organizations, such as

Nationwide and Selfridges, this book will be of interest to graduate students of HRM and business and management, as well as practitioners working in the field.

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 work-place 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

Employment Relations in the Hospitality and Tourism Industries Rosemary Lucas, 2004-07-31
Uniquely combining employment relations and the hospitality and tourism fields, this book draws on recently published sources to give readers a comprehensive and internationally comparative perspective on the subject area. It boldly extends the traditional analysis of employment relations by integrating new topics such as the role of customers and the implication of gender at work, into the discussion. It also explores issues of continuity and change in a specific service sector, examining the industry by workplace size and sub-sector. This timely book is one of the first of its kind to consider contemporary issues such as skills shortages, labour turnover and training, as well as changes in employment protection law in different areas of the hospitality industry. This book is an invaluable resource for anyone studying hospitality and tourism, industrial relations and human resource management. It is illustrated with numerous case studies, and includes material from fifty

countries, across all continents, ensuring a fully international view is presented.

International Handbook of Work and Health Psychology Cary Cooper, James Campbell Quick, Marc J. Schabracq, 2015-06-22 Now in its third edition, this authoritative handbook offers a comprehensive and up-to-date survey of work and health psychology. Updated edition of a highly successful handbook Focuses on the applied aspects of work and health psychology New chapters cover emerging themes in this rapidly growing field Prestigious team of editors and contributors

HRM and Performance David E Guest, Jaap Paauwe, Patrick Wright, 2012-12-19 The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

Strategic Human Resource Management Catherine Bailey, David Mankin, Clare Kelliher, Thomas Garavan, 2018 The well-respected author team strike the ideal balance between the latest academic theory and real-world practice, making this the most applied SHRM textbook written in an eminently student-friendly format.--Source inconnue.

Promoting Healthy Workplaces Dr. Nicole Cvenkel Ph.D., 2019-05-25 The health and well-being of people of working age are of fundamental importance to the future of work and organizational productivity globally. Growing evidence suggests that employee well-being at work can help improve physical and mental health, reduce health inequalities and offer improved opportunities for engagement, wellness at work, and productivity. The debate about the impact of working life on

employee well-being has been intensified. Whilst the issue of employee well-being at work has reached a new level of importance in the minds of policy makers, managers, and employers there is still little evidence that attention has been paid to the worker's voice in their evaluation of HRM practices, line management leadership, the quality of working life and well-being at work in organizations. Research within these areas remain relatively untapped. Furthermore, understanding employees expectations of the psycho-social factors affecting the employment relationship and employee well-being at work are all lacking in the evidence base. This book seeks to contribute to the debate in these areas.

Employment Relations in Non-Union Firms Tony Dundon, Derek Rollinson, 2004-04-22 In this book Dundon and Rollinson re-conceptualise the employment relationship by focussing on the organisational dynamics of trust, attitude and identity.

Employment Contracts and Well-Being Among European Workers Nele De Cuyper, Kerstin Isaksson, 2017-05-15 Temporary employment contracts are now commonplace in business. However the move towards such employment structures has a significant, and hitherto little understood impact on 'the psychological contract' between employee and organizations. This book is amongst the first to tackle this problem. With detailed research findings from seven countries: Belgium, Germany, the Netherlands, Spain, Sweden, the UK and (for a non-European perspective) Israel, it presents an integrated model of the effects of temporary work. The model incorporates key recent trends, including the expansion of non-permanent employment as a persistent form of employment flexibility, the increasing importance of the psychological contract, and the diversity of the European labour market as a result of state legislation. By presenting the results of an overview of the research literature on this contemporary labour market trend this book is of real value to

researchers, practitioners and policy makers.

Human Resource Management in Context David Farnham, 2015-02-13 HR functions within both internal and external contexts. The understanding of both contexts is crucial for comprehending how and why they drive HR strategies and practices in organizations, as well as the rules and structures within which they work. Built around five major themes which impact upon the HR function, and mapping to the CIPD Level 7 Advanced module of the same name, Human Resource Management in Context enables students to understand the complex and changing organizational context in which HR operates today by providing a comprehensive breakdown of the concepts, theories and issues from globalization and government policy to demographic, social and technological trends. This fully updated 4th edition of Human Resource Management in Context includes a range of pedagogical features, balancing theory with practical analysis to form an engaging insight into the strategic side of HR. It includes enhanced emphasis on the impact of the external environment on the HR profession, a discussion of the impact of technology and social media, increased coverage of ethics and CSR and links to the HR Profession Map. Online supporting resources for lecturers include an instructor's manual, lecture slides, annotated web links and guidance for the chapter activities.

Britain at Work Mark Cully, 1999 First Published in 1999. Routledge is an imprint of Taylor & Francis, an informa company.

The Ashgate Research Companion to Corporate Social Responsibility Nicholas Capaldi, 2016-04-01 In recent years the term corporate social responsibility (CSR) has gained prominence both in business and in the media, not least because of the rise in power of the transnational corporation in an increasingly globalized world. It is one of the most debated management issues, yet there is a lack of consensus on what the concept means, what it entails, why

it should be embraced and how. This Research Companion brings together a team of scholars from around the world to offer their view of the key issues in corporate social responsibility research. Each author is concerned with different aspects of CSR, providing a variety of theoretical lenses and a wide range of perspectives from different countries and experiences. It presents scholars and graduate students with a valuable guide to current thinking and a comprehensive reference to this increasingly important field.

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