



# Human Resource Management

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This textbook provides an introduction to the main human resource management issues which are relevant to contemporary business organizations. Using HRM in practice as its starting point, the text demonstrates, through the use of up to date case studies and examples, the realities of HR within organizations. With a strong emphasis placed on linking theory and practice, the reader is then introduced to and encouraged to analyse and critically evaluate HR theory.

To help provide a full understanding of the key concepts of HRM, and provide a critical edge to the text, six themes are explored and linked to the content of each chapter. These themes are flexibility, commitment, culture, performance, power and control, and strategy.

A wide range of textbook features have been developed. These include activities, section summaries, "window on work" example boxes, and "practitioner perspectives", to provide a deeper level of understanding, and encourage analytical and critical thinking. Extensive use is made of a wide variety of case examples including small and large enterprises; voluntary and not-for-profit sectors; the hospitality industry; retailing; manufacturing; finance; and the arts. Examples of HR practice are drawn from organizations including Google, B&Q, Lidl, Saatchi and Saatchi, Tesco, Deloitte Touche, Ryanair, Sandals Resorts, YouTube, Matsushita Electric Company, and the NHS.

To support students using this textbook, an online resource centre provides additional materials including web links, research and policy updates, and multiple choice testing sessions to help with assignment and exam preparation. For lecturers, a range of teaching materials have been developed, including video clips for use in lectures and seminars.

## Online Resource Center

For students:

Research and policy updates--posted annually to coincide with the start of each new academic year

Web links

Multiple choice questions

For lecturers:

Guide to assignment and discussion questions

Seminar activities

Additional case studies

Test bank

PowerPoint slides

Video clips; (up to 10 minutes in length) covering topics such as ethics and work/life balance, recruitment and selection, international HRM and globalization, reward and performance, health, safety and absence, HR development and ER and redundancy.

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