

JOHN BRATTON AND JEFFREY GOLD

# HUMAN RESOURCE MANAGEMENT

THEORY AND PRACTICE



SECOND EDITION

# Human Resource Management Theory And Practice

**DJ Losen**



## **Human Resource Management Theory And Practice:**

Human Resource Management John Bratton,Jeffrey Gold,1999 The second edition of this extensively revised text provides a critical evaluation of current developments in human resource management HRM through a fresh user friendly and international approach It balances a comprehensive overview of HRM theory the latest ideas theories and research findings with a close examination of developing HRM practices illustrated by numerous case studies Human Resource Management Theory and Practice Second Edition was written specifically to fulfill the need of introductory undergraduate and graduate courses for a rigorous analysis of HRM For some time there has been a tendency of textbooks on personnel human resource management to be much more prescriptive than analytical This edition s purpose is to provide the reader with a comprehensive knowledge and understanding of the latest relevant theories practices and functional activities of HRM on a global basis This book is divided into five major parts Part I introduces the nature and role of HRM and addresses some of the controversial theoretical issues surrounding the HRM discourse Part II reviews the external contexts that affect HRM policies and actions inside the organization Parts III and IV examine the key human resource practices that comprise the HRM cycle and Part V addresses some of the developments in communications and employee relations *Strategic Human Resource Management* Graeme Salaman,John Storey,Jon Billsberry,2005-10-03 The Second Edition of this highly successful course reader provides a comprehensive contemporary and critical review of the key issues in strategic human resource management The book draws upon the work of some of the most influential and insightful writers on the subject of the strategic management of people in organizations Through a series of carefully edited articles students can explore current thinking on topics as diverse as performance pay process reengineering structure ethics culture change and leadership This volume moves beyond strategic human resource management from the perspective of the policy setter *Human Resource Management* John Bratton,Jeff Gold,2017 Human Resource Management John Bratton,Jeffrey Gold,1994 Human Resource Management HRM has become one of the most dynamic and challenging areas of European business Based on up to date research findings and literature this book provides students of this subject a comprehensive knowledge and understanding of the latest relevant theories practices and functional activities of HRM **Human Resource Management, Fourth Edition** John Bratton,Jeffrey Gold,2007-03-15 Human Resource Management offers a comprehensive and accessible analysis of contemporary theories and concepts in key human resources activities It encourages students to think critically and evaluate the nature of HRM in order to develop a deeper understanding of employment relations This fourth edition has been thoroughly updated including new material on the contemporary context of HRM new employment related topics such as flexibility emotional labour knowledge work diversity in work organizations a new discussion on workplace wellness partnership strategies ethics in HRM and new legislation Reflecting the growing emphasis on global management it features a new chapter on International HRM Companion Website <http://www.palgrave.com/business>

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Authoritatively and expertly written the new seventh edition of Bratton and Gold s Human Resource Management builds upon the enduring strengths of this renowned book Thoroughly updated topical and accessible this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever changing world of work The new edition truly captures the zeitgeist of contemporary human resource management With coverage of the Covid 19 pandemic in relation to business ethics physical and mental wellbeing inequality and the rise of the gig economy and precarious work students will feel connected to the complex issues that face workers organisations and wider society This edition also includes expanded coverage on the ever palpable effects of globalization and technological change and explores the importance of sustainable practice Students will gain critical insight into the realities of contemporary HRM engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management New to this edition New Ethical Insight boxes explore areas of current ethical concern in trends and practice New Digital Spotlight boxes explore innovations in technology analytics and AI and the impact on workers and organisations Topical coverage on job design and the rise of the gig economy and precarious work A critical discussion of the core themes and debates around human resource management in the post Covid 19 era including mental health and wellbeing A rich companion website packed with extra resources including video interviews with HR professionals work related films bonus case studies links to employment law and vocab checklists for ESL students make this an ideal text for online or blended learning      Introduction to Human Resource Management Linda Maund,2001 This text is aimed at students studying a first course in human resource management Its structure style and language have all been developed to make an accessible text for HRM courses at undergraduate HND and IPD diploma level especially those where students have no prior knowledge It offers a wealth of pedagogical features to help students get to grips with the basic theory of HRM including learning outcomes for each chapter a framework case study case vignettes longer cases at the end of each part chapter summaries self test questions activities points to ponder class discussion questions project questions in text definitions and in text cross referencing The book is accompanied by a resource website for lecturers providing extra teaching materials and solutions password protected for lecturers and also conversion notes from the current most popular texts In addition a student website will offer free access to a bulletin board for students to exchange tips and ask for help      Human Resource Management John Bratton,Jeff Gold,2017-03 The latest offering of the popular textbook from respected author team of John Bratton and Jeff Gold Authoritatively and expertly written the sixth edition builds on the enduring strengths of this well established book with important updates and revisions to bring it in line with the ever changing business world While exploring the practical

implementation of human resource management the book also exposes and confronts the debates and tensions inherent in the employment relationship encouraging the reader to reflect critically on the realities of contemporary HRM The myriad of different theories underpinning human resource management are discussed as well as their impact on organizations managers and workers The new edition will continue to be a core textbook for HRM modules on undergraduate business and management degree courses and may also be used on some postgraduate and MBA courses New to this Edition Two new chapters on important key issues of Ethics in HRM and Green HRM Brand new chapter opening vignettes setting the scene with real world industry examples and new and updated examples for the popular HRM and Globalization and HRM in Practice features Expanded suite of HRM as I see it video interviews with real life HR managers from organizations such as Unilever Springer Nature and insights from the Equality and Human Rights Commission Coverage of contemporary themes such as line managers roles in HRM bullying diversity and inequality Over 100 new references bringing the discussion right up to date

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