

Syed, J. and Kramar, R. (2012). Introduction: Making critical sense of HRM in a globalised world. In Kramar, R. & Syed, J. (Eds.), *Human Resource Management in a Global Context: a critical approach*, pp. 1-8. Basingstoke: Palgrave Macmillan.

Introduction

Making critical sense of human resource management in a globalized world

Jawad Syed and Robin Kramar

Welcome to the first edition of *Human Resource Management in a Global Context: A Critical Approach*. The book has been written with the aim of developing our understanding and practice of human resource management (HRM) in an increasingly globalized world of work. The book uses a critical lens to develop an approach to HRM that is not only business-focused but also context-sensitive and socially responsible – we will explain our rationale for this below.

The emergence of HRM in the 1980s was accompanied by a sustained theoretical assault on its pretensions, highlighting the gap between the rhetoric of HRM and the reality, which was focused on impersonal economic rationalism. The reconstruction of the employment relationship as a singularly individual market exchange did not go uncontested in management education. However, whereas the proponents of HRM once felt the need to engage and respond to critique, the field now seems to have narrowed as the major concerns relate merely to strategic 'fit' and identifying mechanisms to facilitate 'high-commitment' and 'high-performance' organizations.

We consider the overemphasis of HRM on strategic performance to be problematic in view of the considerable gap between the policy and practice of strategic HRM. Vaughan (1994) argues that although organizational mission statements usually hold that employees are their most important asset, organizational reality is characterized by impersonal economic rationalism. Wilmott (1993) asserts that the rhetoric of HRM tends to turn employees into 'willing slaves' who negate their own interests, assuming the organization will take care of them. Seen from this angle, HRM's unitary rhetoric may compromise the individual and collective needs of employees and may instill an HRM culture

Human Resource Management In A Global Context A Critical Approach

Paul Iles, Crystal L Zhang



Human Resource Management In A Global Context A Critical Approach:

Human Resource Management in a Global Context Robin Kramar, Jawad Syed, 2012-01-12 A global contemporary and critical view of human resource management Using international examples and case studies this 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 anyone who wants to understand and engage critically with HRM globally [Human Resource Management](#)

Jawad Syed, Robin Kramar, 2017-04-26 The fully revised and updated second edition of this core textbook builds on the previous edition's success to bring an even sharper exploration of HRM in a real world global context With a critical approach that is woven into the chapters and encourages students to question assumptions in HRM there is a consistent focus on the impact of globalization the ways in which theory has addressed the implications of a globalized workforce and the way HRM works in multinational corporations Boasting a truly global orientation this textbook draws on the expert knowledge of chapter authors from around the world combining international case studies with a strong offering of pedagogical features While adopting a rigorous academic approach the book is also designed to engage students and elicit independent thought This is an ideal core textbook for undergraduate and postgraduate students studying on general business and management degrees specialist HRM degrees and international business degrees In addition this an important supplementary text for International HRM modules and HRM modules on MBA programmes New to this Edition Brand new chapters on Talent Management International Assignments Managing Global and Migrant Workers and Sustainable HRM Revised and refreshed international case studies including an array of examples from diverse non western regions of the world HRM in the news boxes comprising issues from the media that are relevant to each chapter topic Stop and reflect boxes containing thought provoking questions that encourage critical thinking **Organizational Behaviour in a Global Context** Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School [The Oxford Handbook of Talent Management](#)

David G. Collings, Kamel Mellahi, Wayne F. Cascio, 2017 The Oxford Handbook of Talent Management offers academic researchers advanced postgraduate students and reflective practitioners a state of the art overview of the key themes topics and debates in talent management The Handbook is designed with a multi disciplinary perspective in mind and draws upon perspectives from inter alia human resource management psychology and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field Furthermore each chapter concludes by identifying key gaps in our understanding of the area of focus The Handbook is ambitious in its scope with 28 chapters structured around five sections These include the context of talent management talent and performance talent teams and networks managing talent flows and contemporary issues in talent management Each chapter is written by a leading international

scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management

Strategic Human Resource Management Gary Rees, Paul Smith, 2021-01-27 Whether you are studying at undergraduate or postgraduate level our stellar team of expert authors will guide you through the key topics of human resource management from strategic and international perspectives Starting with the fundamentals of each topic and progressing through to critical evaluation the 3rd edition includes Even more international case studies from across Europe Asia Australia and the Middle East which bring the theory and academic underpinning to life A wide range of Reflective Activities that encourage you to consider the real world implications of what you have learnt An updated companion website featuring a wealth of resources for lecturers and students including an Instructor's Manual PowerPoint slides a Testbank recommended journal articles and additional business cases

The Oxford Handbook of Diversity in Organizations Regine Bendl, Inge Bleijenbergh, Elina Henttonen, Albert J. Mills, 2015-11-12 In the last decades diversity and its management has become a feature of modern and postmodern organizations Different practices have spread around the globe focusing on the organizing and management of inclusion and exclusion of persons and identities based on different genders sexual orientations racial and ethnic backgrounds ages and disabilities as well as religious beliefs However although increasingly recognized as important the discourses of diversity are multifaceted and not without controversy Furthermore diversity management practices have the potential to reproduce both inclusion and exclusion The book presents the foundations of organizing and managing diversities offers multidisciplinary intersectional and critical analyses on key issues and opens up fresh perspectives in order to advance the diversity debate It also inspires new debates on diversity by encouraging scholars to broaden their research agendas and assists students and scholars to increase their understanding of the field and its current discussions The contributors are a team of leading diversity scholars from all over the world

International Human Resource Management Paul Iles, Crystal L Zhang, 2013-04-26 International Human Resource Management is an essential book for all students and HR professionals looking to really understand international HRM Covering the context of International HRM HRM and National Culture HRM in different regions and international HRM policies this book provides thorough discussion and comprehensive consideration of all elements of international HRM Full of contributions from experts in specific regions including North America the Middle East and North Africa India Russia and China this book will provide readers with a thorough understanding of HRM around the world With crucial coverage of international HRM issues including cross cultural leadership business ethics global talent supply and management as well as performance management of international staff International Human Resource Management is essential reading for all those working or looking to work in HR around the world particularly those looking to work in multinational companies Fully supported by online resources including powerpoint slides a lecturer guide additional case studies and a bonus chapter on issues and new directions in International Human Resource Management as well as annotated web links and self test questions for students

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Human Resource Management Nigel Bassett-Jones, 2023-01-25 This innovative text applies a systems theory perspective to strategic human resource management drawing particularly on the Viable System Model and soft systems methodology Readers are introduced to different ways of thinking about systems and shown how systems can interact triggering changes in the competitive environment and how HR systems can either facilitate or inhibit adaptation to these changes Peppered with international examples throughout this book considers key HR topics such as recruitment reward employment relations culture diversity and leadership all through a systems lens It shows how an understanding of system dynamics can help managers to recognise complexity accept the inevitability of short term systemic conflicts and anticipate the likely consequences This text will be suitable for upper level undergraduate postgraduate and MBA students of strategic HRM HRM and strategic management It will also be thought provoking for HR professionals looking to embrace a strategic role in their organizations

HRM in the Global South Toyin Ajibade Adisa, Chima Mordi, 2022-05-16 This edited collection offers an insight into the dynamic of HRM in thirteen developing countries across Africa Asia and the Middle East Taking readers through the realities of HRM in the global South the book identifies the significance of contexts diversity of cultures and dissimilarity of processes in managing people In other words the book addresses general issues of HRM in cross national settings to give readers an understanding of HR that is comparative and country specific Covering issues in Nigeria South Africa Egypt China India Pakistan Malaysia Bahrain Jordan United Arab Emirates and Argentina each chapter draws out the unique and diverse configurations of HRM in each country Also examining digital HRM technology based entrepreneurship gig work artificial intelligence and digitalization in business practice this book is an invaluable resource for all HRM practitioners policymakers students HRM scholars international HRM international business and business managers across the globe

An Introduction to Human Resource Management Nick Wilton, 2010-09-15 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM Includes accessible learning features to help you best explore the material including research ethics and international insight boxes chapter summaries and objectives self test questions recommended reading end of chapter case studies An accompanying companion website www.sagepub.co.uk/wilton provides you with full text journal articles extended case studies weblinks and a glossary The website also provides an instructor's manual PowerPoint slides and a multiple choice test bank for lecturers This book is essential reading for undergraduate postgraduate and MBA students as well as those studying for their CIPD qualifications Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England Well researched well written and is clearly signposted and structured for the reader The learning objectives at the outset of every chapter act as a clear guide for each topic explored Additional references and further reading are also offered to the student seeking

deeper knowledge Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice Wilton s book is an extremely useful core text for students of HRM and a welcome addition to HRM resources Denise Bagley Principal Lecturer in Human Resource Management London South Bank University

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web most of edison s inventions fall into eight main categories batteries electric lights and power phonographs and sound recording cement mining motion pictures telegraphs and telephones but while the wizard of menlo park is remembered for his major inventions such as the incandescent electric light and the phonograph his tireless mind

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web historian thomas hughes 1977 describes the features of edison s method in summary they are hughes says in formulating problem solving ideas he was inventing in developing inventions his approach was akin to engineering and in looking after financing and manufacturing and other post invention and development activities he was

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web it is known that early in his career he enrolled in a chemistry course at the cooper union for the advancement of science and art to support his work on a new telegraphy system with charles batchelor this appears to have been his only enrollment in courses at an institution of higher learning 18 19 20

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web thomas set up a laboratory in the basement of his family s michigan home and spent most of his time experimenting edison s mother nancy knew her son was fond of chemistry and electronics so she gave him books to read on the subjects one book explained how to perform chemistry experiments at home thomas did every one in the book