

# Human Resources Management Research Paper Topics

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# Human Resource Research Papers

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## Human Resource Research Papers:

The Ideological Evolution of Human Resource Management Sami Itani, 2017-09-22 This book is a pioneering work that explores and maps out the ideological evolution of HRM research and practices with a particular focus on our contemporary era of multinational corporations

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**Fundamentals of Human Resource Management** Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace

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Handbook of Research on Artificial Intelligence in Human Resource Management Strohmeier, Stefan, 2022-03-08 This cutting edge Handbook offers a comprehensive introduction to the emerging research field of artificial intelligence AI in human resource management HRM Broadly mapping AI fields relevant for HR it not only considers the more well known areas of machine learning and natural language processing but also lesser known fields such as

affective computing and robotic process automation      *Human Resource Management Theory and Research on New Employment Relationships* Dianna L. Stone, James H. Dulebohn, 2016-10-01 This volume of the series Research in Human Resource Management HRM focuses on a number of important issues in HRM and OB including performance appraisal political skill gratitude psychological contracts the philosophical underpinnings of HRM pay and compensation messages and electronic human resource management For example the first article by Cleveland and Murphy considers a very controversial issue i e the reasons that organizations are abandoning the use of performance appraisal The next article by Harris Ferris Summers and Munyon is extremely interesting and focuses on how composite political skills e g social astuteness interpersonal influence helps individuals develop productive work relationships in organizations The third article by Scandura and Sharif presents a very innovative model of gratitude in organizations and the authors argue that gratitude is essential for maintaining positive social relations in organizations The fourth article by Suazo and Stone Romero provides an extremely comprehensive review of the theory and research on psychological contracts in organizations from 1960 2015 The subsequent article by Bae Kang and Kim presents a very unique perspective on HRM and considers the philosophical underpinnings of the field The sixth article by Murray Dulebohn Roehling and Werling presents a very innovative model to explain the role that organizational messages about changes in pay or compensation systems have on anticipatory pay satisfaction The final article in the series by Johnson Thatcher and Burleson presents a thought provoking framework for understanding the key role that information technology IT plays in the field of HRM The series should be useful to researchers and doctoral students in the fields of HRM OB and Industrial and Organizational Psychology It should also be relevant for doctoral courses and scientist practitioners in these fields      [Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era](#) Figueiredo, Paula Cristina Nunes, Tomé, Eduardo Luís de Campos Soares, Rouco, José Carlos Dias, 2022-06-10 The importance of people in organizations has been growing in the organizational environment over the last decades Digital transformation artificial intelligence and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations These phenomena alone are already challenging for people There is a consensus that the world of work as we knew before the pandemic will not return Human resource management HRM practices must prepare organizations for the future of work The Handbook of Research on Challenges for Human Resource Management in the COVID 19 Era analyzes state of the art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts It also evaluates the impact of HRM policies on individuals organizations and societies Covering topics such as corporate social responsibility job satisfaction and electronic performance monitoring this major reference work is a crucial resource for leaders from public and private companies human resource professionals specialists students and educators of higher education researchers and academicians      **Handbook of Research on E-Transformation and Human Resources**

**Management Technologies: Organizational Outcomes and Challenges** Bondarouk, Tanya, Ruel, Huub, Guiderdoni-Jourdain, Karine, Oiry, Ewan, 2009-04-30 Provides practical situated and unique knowledge on innovative e HRM technologies and expands on theoretical conceptualizations of e HRM

**Human Resource Management In Modern Organization** Dr. Harisha B.S, Dr. Prathap B.N, Prof. Santhosh Kumar V, **Organizational Behavior and Human Resource Management for Complex Work Environments** Belias, Dimitrios, Rossidis, Ioannis, Papademetriou, Christos, 2024-07-10 Navigating the complexities of organizational behavior and human resource management can be daunting in today's fast-paced workplaces. The ever-changing landscape driven by technological advancements and evolving employee expectations challenges professionals and academics alike. Many struggle to fully grasp and adapt to these shifts which can lead to low employee engagement, ineffective leadership, and ethical dilemmas. What is needed now is a comprehensive solution that provides insights and strategies to address these challenges head-on. *Organizational Behavior and Human Resource Management for Complex Work Environments* takes on this role and delves into critical topics such as leadership, employee well-being, team dynamics, and ethical decision-making. By exploring these subjects, readers gain a deeper understanding of the intricacies of modern workplaces and how to navigate them effectively. The book bridges the gap between theory and practice, offering actionable insights applied in real-world scenarios. It is a valuable resource for professionals looking to enhance their skills and knowledge in organizational behavior and human resource management.

**Perspectives in Human Resources** Satyajit Chakrabarti, Ashutosh Muduli, Saikat Chakrabarti, Anirban Sarkar, Mrinal Kanti Das, Avijit Brahmachary, 2024-01-25 This book takes a practical approach to human resource management (HRM) providing practising managers, researchers, and students with a framework for developing and implementing human-centred HR strategies. Enabling human-centred HRM approaches allows businesses and industries to implement suitable processes and systems which keep their employees' wellbeing in mind and build sustainable workforces and organisations. The book focuses on the use of numerous tools in HR analytics and their application across disciplines and industries. Using empirical data, review of existing research, and case studies, the chapters in the volume look at the organisational processes and performance of various HRM strategies and explore themes such as diversity and inclusiveness in the workplace, organisational culture, inclusive leadership, non-verbal communication, cross-cultural management, work-life balance, and the focus on the physical and emotional wellbeing of employees. Part of the Contemporary Management Practices series, this book will be useful to practising managers, researchers, and students of human resource management, organizational studies, business studies, psychology, and behavioural sciences.

*Human Resource Management at Work* Mick Marchington, Adrian Wilkinson, Rory Donnelly, Anastasia Kynighou, 2025-03-03 *Human Resource Management at Work* is a comprehensive guide to the theory and practice of HRM covering everything HR students need to excel in their academic studies. This leading textbook is divided into four key parts. The first part of the book covers HRM strategy and the global context whilst Part Two

discusses the role of HR professionals and line managers in the workplace and how the responsibilities for delivering effective HR varies in a changing world of work Part Three has expert coverage of the key areas of HR including resourcing and talent management learning and development L D reward and employment relations The final part examines the impact that HRM can have on business performance and also outlines the key knowledge and skills required to manage a business project This updated edition now has coverage of artificial intelligence HR ecosystems equal value and pay ethics and the new approaches to project management It also includes international real world examples reflective practice activities to encourage critical thinking exercises to help the consolidation of learning and explore further boxes to encourage wider reading This book is for students taking the CIPD Level 7 qualification and is also for non CIPD accredited HR postgraduate students Online supporting resources include an instructor s manual and lecture slides

**Transforming Human Resource Functions With Automation** Pathak, Anchal,Rana, Shikha,2020-12-18 Technology is used in various forms within today s modern market Businesses and companies specifically are beginning to manage their effectiveness and performance using intelligent systems and other modes of digitization The rise of artificial intelligence and automation has caused organizations to re examine how they utilize their personnel and how to train employees for new skillsets using these technologies These responsibilities fall on the shoulders of human resources creating a need for further understanding of autonomous systems and their capabilities within organizational progression Transforming Human Resource Functions With Automation is a collection of innovative research on the methods and applications of artificial intelligence and autonomous systems within human resource management and modern alterations that are occurring While highlighting topics including cloud based systems robotics and social media this book is ideally designed for managers practitioners researchers executives policymakers strategists academicians and students seeking current research on advancements within human resource strategies through the implementation of information technology and automation

**U.S. Government Research Reports** ,1955 **Research Methods in Human Resource Management** Valerie Anderson,Rita Fontinha,Fiona Robson,2019-12-03 Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation It covers the planning and execution of HRM research projects from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results Filled with international examples to provide a global perspective this fully updated 4th edition of Research Methods in Human Resource Management balances theoretical frameworks and practical guidance Fully updated throughout this edition now includes increased discussion of methodological issues more real life examples and international case studies and best practice sample literature reviews and write ups Review and Reflect sections at the end of each chapter help to consolidate learning and explain how it can aid professional development This book is fully mapped to the CIPD Level 7 Advanced module on Investigating a Business Issue from an HR Perspective and multiple choice questions and a glossary of terms help students

understand the key concepts and use the terminology confidently Online supporting resources for lecturers include an instructor s manual and lecture slides and there are annotated web links further reading and new reflective questions for students

**An Introduction to Human Resource Management** Nick Wilton,2013-03-26 Electronic Inspection Copy available for instructors here A first class text It is scholarly and yet very accessible Louise Preget Senior Lecturer Bournemouth University Business School The second edition of Nick Wilton s An Introduction to Human Resource Management continues to provide an engaging and holistic overview of the role of Human Resource Management in its contemporary context It reflects on current trends the labour market and the global economy while offering a critical yet accessible treatment of both theoretical and practical issues relating to Human Resource Management New Full Colour Layout makes the text easy to read and navigate HR in Practice boxes illustrate how theory can be applied in practice Ethical Insights present ethical considerations for budding practitioners Global Insights highlight practices around the world Research Insights invite you to explore academic research Case Studies relate theory to real organisations such as Tesco Intel and Lloyds TSB Self test questions are ideal for revision Further Online Reading provides free access to scholarly journal articles Glossary and Definitions explain key terms Podcasts summarise key topics and highlight employability skills Visit [www.sagepub.co.uk/wilton2](http://www.sagepub.co.uk/wilton2) to access additional learning resources including extended case studies chapter summaries podcasts and journal articles This book is essential reading for undergraduate postgraduate and MBA students including those studying for their CIPD qualifications

Handbook of International Human Resource Management Paul Sparrow,2010-12-03 From the mid 1980s to the turn of the 1990s the international HRfield was considered to be in its infancy There continues to be both an evolution of territory covered by the field aseries of successively evolving cultural geographical and institutional challenges faced by the multinational corporation MNC as well as more critical questioning whether this has created an expanded or a fragmented field This book brings together the latest research on important issues driven concerns that the field of IHRM now has to face absorb interpret then reanalyse through international lenses This volume gives attention to those aspects of MNC behaviour choices about location how they organize local subsidiaries choices made about technology capital and labour and choices made about investments and strategies that are subject to institutional influences It also gives voice to a number of contemporary issues reverse knowledge flows skill supply strategies employer branding e enablement outsourcing global networks that now need to be accommodated within the field Broadens the IHRM field to cover comparative and institutional perspectives Provides a multi level analysis of globalization phenomena at the individual organization and macro level Focuses on the current problems and issues driving the attention of IHRM Directors

The Adoption and Effect of Artificial Intelligence on Human Resources Management Pallavi Tyagi,Naveen Chilamkurthi,Simon Grima,Kiran Sood,Balamurugan Baluswamy,2023-02-10 Emerald Studies In Finance Insurance And Risk Management 7 explores how AI and Automation enhance the basic functions of human resource management Monthly

Catalog of United States Government Publications ,1984-05      *The Emerald Handbook of Work, Workplaces and Disruptive Issues in HRM* Peter Holland,Timothy Bartram,Thomas Garavan,Kirsteen Grant,2022-08-22 The Emerald Handbook of Work Workplaces and Disruptive Issues in HRM considers the way work employment and people is being managed across the globe using a multidisciplinary range of voices to illustrate just how fundamental recent developments will be in reshaping work and employment



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