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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

J Elliott



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 **Human Resource Management** David G. Collings, Geoffrey T. Wood, Leslie T. Szamosi, 2018-08-15 Despite over three decades of debate around the nature of human resource management HRM its intellectual boundaries and its application in practice the field continues to be dogged by a number of theoretical and practical limitations Written by an international team of respected scholars this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity including its darker sides Human Resource Management A Critical Approach opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this second edition look at HRM and the issues of diversity migration global supply chains and economic crisis This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals looking to deepen their understanding of the complexities of their field 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 *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 Accompanying online resources for this title can be found at bloomsburyonlineresources.com/human-resource-management-in-a-global-context These resources are designed to support teaching and learning when using this textbook and are available at no extra cost *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 *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

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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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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

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

Human Resource Strategy Michal Biron, Corine Boon, Peter A. Bamberger, 2014-06-27 What is human resource strategy How are human resources strategies formulated and how can we explain the variance between what is espoused and what is actually implemented What impact if any does human resource strategy have on the organization s bottom line and how can this impact be explained Is there one best HR strategy for all firms or is the impact of HR strategy on performance contingent on some set of organizational technological or environmental factors Human Resource Strategy 2nd edition provides an overview of the academic and practitioner responses to these and other questions Applying an integrative framework the authors review 30 years worth of empirical and theoretical research in an attempt to reconcile often conflicting conceptual models and competing empirical results Complex theoretical models and scientific findings are presented in an accessible and relevant way in the context of the strategic decisions that executives are forced to make on a regular basis This new edition features an updated literature review coverage of the latest challenges to HR strategy new mini cases discussion questions additional examples and an emphasis on the strategic implications of the research making it an ideal resource for students and

practitioners alike International Human Resource Management Hilary Harris,Chris Brewster,Paul Sparrow,2003 Offers a thematic approach to International Human Resource Management with comprehensive coverage of the subject This text is intended for various undergraduates or postgraduates module in this area or for the CIPD module in International Personnel and Development *Strategic 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 **Global Talent Management** Sonal Minocha,Dean Hristov,2018-12-06 This textbook provides the theory and practice context of Global Talent Management within an accessible conceptual framework for students spanning individuals micro organisations meso and policy macro Including discussions on the development of self as global talent and current organisational approaches to the attraction development and retention of global talent this book encourages critical reflection of how global talent management is affected by policy society and the economy The authors draw on interdisciplinary fields practical insights from global employers and wide ranging case studies to help students grasp the complexities of this evolving field **Human Resource Management at Work** Mick Marchington,Adrian Wilkinson,Rory Donnelly,Anastasia Kynighou,2020-11-03 A leading textbook in its field Human Resource Management at Work is a comprehensive guide to the theory and practice of HRM Aligned to the CIPD Level 7 qualification yet also relevant on non CIPD accredited HR masters courses this book covers everything students need to excel in their academic studies and will ensure that they can hit the ground running in a practitioner role after university Divided into four key parts the first part of the book covers HRM strategy and the global context the forces shaping HRM at work and international and comparative HRM Part Two discusses the role of HR professionals and line managers in the workplace and how the responsibilities for delivering effective HR vary 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 carry out a business research project Fully updated through this seventh edition now has new coverage of diversity and inclusion D I workplace analytics ethics wellbeing and precarious work as well as additional coverage of the

alignment of HRM with organisational strategy and the integration of different components of HRM Human Resource Management at Work includes new global case studies reflective practice activities to encourage critical thinking exercises to help the consolidation of learning and explore further boxes to encourage wider reading Online supporting resources include an instructor s manual and lecture slides

Human Resource Management David G. Collings,Geoffrey Wood,Leslie T. Szamosi,2025-06-06 Written by an international team of respected scholars Human Resource Management A Critical Approach 3rd edition adopts a critical perspective to examine the core management function of human resource management HRM in all its complexity including its darker sides Despite over three decades of debate around the nature of HRM its intellectual boundaries and its application in practice the field continues to be dogged by several theoretical and practical limitations This textbook opens with a critique of the very concept of HRM tracing its development over time and then systematically analyses the context of HRM practice of HRM and international perspectives on HRM New chapters commissioned for this third edition examine HRM and consider issues including diversity and inclusion employee well being digitalisation and AI sustainable HRM and gig work and job deconstruction This textbook is essential reading for advanced and inquisitive students of HRM and for HRM professionals seeking to deepen their understanding of the complexities of their field

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Innovative Approaches for International Competitiveness Through Human Resource Management Pawirosumarto, Suharno,2025-05-09 In an era of global interconnectedness and competition organizations utilize innovative approaches to human resource management HRM to remain competitive Effective HRM strategies include cross cultural management global workforce optimization and the integration of technology in employee development By embracing diversity fostering a culture of continuous learning and leveraging data driven insights businesses can cultivate a workforce that is adaptable to the needs of global markets Strategic HRM practices such as

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Organizational Leadership John Bratton, 2023-02-04 Understand the reality of contemporary organizational leadership with the second edition of this thought provoking textbook Through an analysis of key theories and topical issues such as innovation gender power ethics and environmental sustainability the authors deftly illustrate how leadership cannot be extricated from the wider organizational context and why leadership is increasingly seen as a shared endeavour between leaders and followers The book has been fully updated with a new introduction discussing the challenges faced by leaders during the Covid 19 pandemic as well as a Foreword by Mary Robinson NEW to this edition A new chapter on Team Leadership looks at team dynamics the role of technology in teamworking and the challenges arising for virtual teams A new chapter on Leadership and Artificial Intelligence covers the rise of AI and big data and how AI affects the employment relationship and leader follower relations A new Ethical Spotlight feature in all chapters explores ethical issues faced by leaders and encourages reflection Suitable for undergraduate and postgraduate students studying leadership John Bratton is Honorary Professor in the Management School at Queen s University Belfast Northern Ireland

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