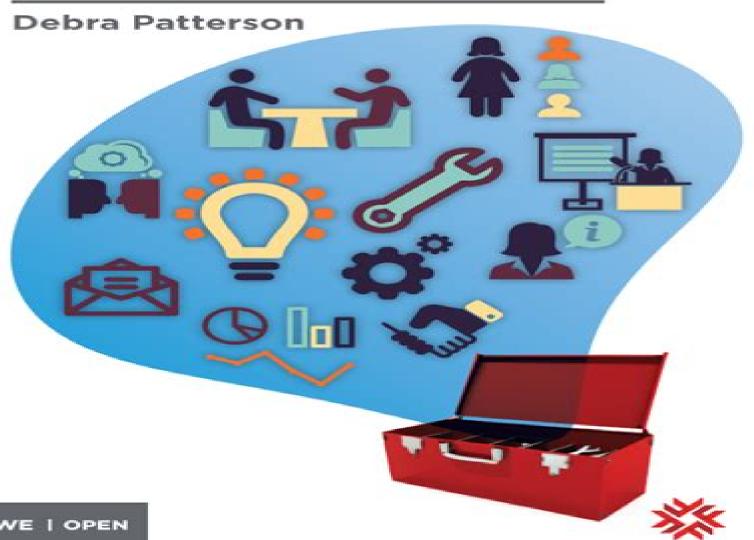
STRATEGIC PROJECT MANAGEMENT: THEORY AND PRACTICE FOR HUMAN RESOURCE PROFESSIONALS



Strategic Human Resource Management Theory And Practice

Gary Rees, Paul Smith

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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.

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when compared to earlier forms of people management the essence of HRM was a closer alignment of the procedures and processes concerned with work and employment relationships to overall organisational objectives Much of the HRM literature holds that specific HRM practices are likely to serve as a major source of competitive advantage This belief has led to research into the link between HRM and performance However somewhat less clear is what specific HR practices are most likely to enhance performance and indeed how performance may best be measured. This book accordingly seeks to explore which HR practices are most closely associated with better organisational performance according to subjective and objective measures It also seeks to shed new light on the relationship between subjective and objective measures of organisational performance and the relative reliability of the former in assessing the effectiveness of specific HR practices The book also explores other important HR issues such as the role of the HR director strategic HR involvement and HR devolvement Moreover it has been argued that it is an interrelated system of HR practices or HR complementarities that enhance performance with one practice encountered on its own not having the same result as when encountered in combination with others This particular issue is also discussed in depth in this book **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

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