

## REVIEW ARTICLE

# Human resource management–well-being–performance research revisited: Past, present, and future

Riccardo Peccei<sup>1\*</sup> | Karina Van De Voorde<sup>2\*</sup> <sup>1</sup>King's Business School, King's College London, United Kingdom<sup>2</sup>Department of Human Resource Studies, Tilburg University, The Netherlands**Correspondence**

Karina Van De Voorde, Department of Human Resource Studies, Tilburg University, Tilburg, The Netherlands.  
Email: f.c.v.d.voorde@uvt.nl

**Abstract**

The authors provide an up-to-date theoretically based qualitative review of research dealing with the relationship between HRM, employee well-being, and individual/organisational performance (HRM-WB-IOP research). The review is based on a systematic critical analysis of all HRM-WB-IOP studies ( $N = 46$ ) published in 13 core HRM and management journals in the 2000 to 2018 period. The authors first identify different theoretical models of the HRM-WB-IOP relationship, which they then use to map research in the area. The results show that mutual gains conceptualisations play a dominant role in extant HRM-WB-IOP research, at the expense of alternative conflicting outcomes and mutual losses models, which are also shown to receive very limited empirical support across the 46 studies. As part of this mapping exercise, the authors identify important knowledge gaps in the area and conclude by setting out a number of key recommendations for future research to address these gaps.

**KEYWORDS**

employee well-being, HRM, individual and organisational performance, qualitative review

The references of the 46 studies included in our review can be found in the Appendix.

\*Both authors contributed equally and names appear in alphabetical order.

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# The Human Future Revisited

**Patrick Nasongo Ph.D.**



## **The Human Future Revisited:**

*The Human Future Revisited* Harrison Brown, 1978-04      *The Human Future Revisited* Harrison Brown, 1978      *Earth And The Human Future* Kirk R Smith, 2019-09-17 During the second half of the twentieth century great changes have occurred in the natural sciences spawned by the leap forward in physics during the war years and the growth in understanding of earth's history and place in the cosmos Also with the new and terrible consequences of full fledged war the nuclear age has brought to the fore the new      **Agenda**, 1979      **A Short History of the Future** W. Warren Wagar, 1992-12-30 A dazzling and imaginative combination of fiction and scholarship this speculative history of the future is a memoir of postmodern times This second edition shows how the events of 1989 and their aftermath reinforce Wagar's predictions of the future A breathtaking future history in the manner of Wells and Stapledon unnerving in its mixture of facts fiction and personal perspectives George Zebrowski New York Review of Science Fiction      *Bulletin of the Atomic Scientists*, 1979-03      **Cultural Relations in the Global Community** Verner Courtenay Bickley, Puthenparampil John Philip, 1981 Cultural Relations In The Global Community Problems And Prospects Focuses Attention On Emerging Critical Dimensions Of This Modern Interdependent World While Interdependence Impinges On All Nations In The Field Of Science And Technology Economics Politics Education And Research Human Health Environmental Well Being Etc The Nature And Meaning Of Interdependence Continue To Be Rather Unclear It Is However Possible To See In Recent Discussions Of The Subject Certain New Trends And Perspectives Which We Are Capable Of Offering A Deeper Understanding Of This Complex And Often Overpowering Reality The Book Identifies And Examines Some Of The Significant Characteristics Of Interdependence Primarily From A Cultural Point Of View Authors Of The Different Chapters Have Made An Effort To Take Current Thinking And Interpretations Of Interdependence To A Point Of Further Analysis Clarification And Appraisal While They Have Brought To This Task Special Aptitudes And Interests Of Their Own They Have Done So Without Losing Sight Of The Unity Underlying Them They Have Thus Been Able To Present An Interconnected And Insightful Picture Of The Contemporary World Capable Of Offering Fresh Approaches To The Theory And Practice Of International And Intercultural Relations

**China Among the Nations of the Pacific** Harrison Brown, 2019-08-27 On May 14 1960 the East West Center was officially created by the Congress of the United States As a part of the celebration of the twentieth anniversary of this event a symposium was held on May 19 1980 at the National Academy of Sciences in Washington D C The subject China and the Nations of the Pacific was selected because the theme for the anniversary year of the East West Center had been established as Building a Pacific Community It has been suggested that international mechanisms for coming to grips with such interdependencies in the Pacific region as trade investment food energy and mineral commodities are inadequate In response to such suggestions hearings have been held in both houses of the Congress of the United States on the idea of a Pacific community This symposium was organized as part of that general discussion The contributors hope that the papers presented

here will further stimulate thought and debate on the problems of the Pacific region      **Red Sky at Morning** James Gustave Speth, 2004-01-01 Presents an analysis of the worsening global environmental crisis citing ten contributors to environmental deterioration including affluence the American culture and its values population and poverty      *Selected Library Acquisitions* United States. Department of Transportation,      **Global Environmental Challenges** James Gustave Speth, 2005 This book will change the way we understand the future of our planet It is both alarming and hopeful James Gustave Speth renowned as a visionary environmentalist leader warns that in spite of all the international negotiations and agreements of the past two decades efforts to protect Earth's environment are not succeeding Still he says the challenges are not insurmountable He offers environmental threats around the world The author explains why current approaches to critical global environmental problems Climate change biodiversity loss deterioration of marine environments deforestation water shortages and others don't work now and won't work in the future He provides a stinging critique of the failure of U.S. leadership and offers intriguing insights into why the U.S. has been able to address domestic environmental threats with some success while largely failing at the international level Setting forth eight specific steps to a sustainable future Speth convincingly argues that dramatically different and far reaching actions by citizens and governments are now urgent If ever a book could be described as essential this is it      *Revisiting Judicial Politics in the European Union* Mark Dawson, Bruno de Witte, Elise Muir, 2024-03-14 Addressing the tensions between the political and the legal dimension of European integration as well as intra institutional dynamics this insightful book navigates the complex topic of judicial politics Providing an overview of key topics in the current debate and including an introductory chapter on different conceptions of judicial politics experts in law and politics interrogate the broader political role of the European Court of Justice      *Bulletin of the Atomic Scientists*, 1979-03      *Revisiting National Security* Prabhakaran Paleri, 2022-05-10 This book examines the evolving concept of national security and how human systems could be governed in an ever turbulent and dynamic world It takes a revised look at the concept of national security previously researched and identified by the author based on the present context but with a futuristic appreciation of governance primarily national but extended to global perspectives in the modern and dynamically shifting world The book emphasises the need for governments to maximise national security for the well being of their people The concept of national security is taken as the key subject of national governance which is extendable to global governance wherein national security is not only the physical or military security alone but also the overall well being of the people of a nation This book explores how national security can be achieved by balancing its various elements in different terrains where the game of governance is played in national as well as global perspective It also presents additional findings and observations to show that the approach is transformative redefining the key knowledge paradigms This book is relevant for policy makers students researchers and academics who wish to explore and rethink their approach towards governing the human systems whose well being is the responsibility of governments      **The Qur'ān** Karim Samji, 2018-03-19 The corpus

coranicum eludes familiar categories and resists strict labels No doubt the threads woven into the fabric are exceptionally textured varied and complex Accordingly the introductory chapter of this book demonstrates the application of form criticism to the text Chapter two then presents a form critical study of the prayer genre It identifies three productive formulae and addresses distinct social settings and forms associated with them The third chapter begins by defining the liturgy genre vis vis prayer in the Qur n Drawing a line between the hymn and litany forms this chapter treats each in turn Chapter four considers the genre classified as wisdom literature It identifies sapiential formulae and sheds light on wisdom contexts The fifth chapter examines the narrative genre writ large It also surveys narrative blocks of the long saga The subsequent chapter on the proclamation genre inspects a set of vocative formulae which occurs in the messenger situation The concluding chapter looks at the corpus through synchronic and diachronic lenses In the end Qur nic genres encapsulate the form critical elements of formulae forms and settings as well as an historical dimension

**Technology, Globalization, and Sustainable Development** Nicholas A Ashford,Ralph P Hall,2018-08-06 Technology Globalization and Sustainable Development offers a unified transdisciplinary approach for transforming the industrial state in order to promote sustainable development The authors present a deep analysis of the ways that industrial states both developed and developing are currently unsustainable and how economic and social welfare are related to the environment to public health and safety and to earning capacity and meaningful and rewarding employment The authors offer multipurpose solutions to the sustainability challenge that integrate industrial development employment technology environment national and international law trade finance and public and worker health and safety The authors present a compelling wake up call that warns of the collision course set between the current paths of continued growth and inevitable unsustainability in the world today Offering clear examples and real solutions this textbook illustrates how the driving forces that are currently promoting unsustainability can be refocused and redesigned to reverse course and improve the state of the world This book is essential reading for those teaching and studying sustainable development and the critical roles of the economy employment and the environment

**Design For More-Than-Human Futures** Martín Tironi,Marcos Chilet,Carola Ureta Marín,Pablo Hermansen,2023-09-18 This book explores the work of important authors in the search for a transition towards more ethical design focused on more than human coexistence In a time of environmental crises in which the human species threatens its own survival and the highest level of exacerbation of the idea of a future and technological innovation it is important to discard certain anthropocentric categories in order to situate design beyond the role that it traditionally held in the capitalist world creating opportunities to create more just and sustainable worlds This book is an invitation to travel new paths for design framed by ethics of more than human coexistence that breaks with the unsustainability installed in the designs that outfit our lives Questioning the notion of human centered design is central to this discussion It is not only a theoretical and methodological concern but an ethical need to critically rethink the modern colonialist and anthropocentric inheritance that

resonates in design culture The authors in this book explore the ideas oriented to form new relations with the more than human and with the planet using design as a form of political enquiry This book will be of interest to academics and students from the world of design and particularly those involved in emerging branches of the field such as speculative design critical design non anthropocentric design and design for transition **Revisiting Environmental and Natural Resource Questions in Sub-Saharan Africa** Wilson Akpan,Philani Moyo,2017-06-23 Based on case studies in Southern Africa West Africa and East Africa this book revisits some of the dilemmas and paradoxes associated with the development management and utilisation of environmental resources as well as lacklustre official handling of climate change related challenges in Sub Saharan Africa On the subject of natural resource exploitation in particular the book revisits scholarly debates and specific practices around compensation benefit and burden sharing local participation and space place dynamics It highlights fundamental ambiguities in the ways the dominant discourses and policy responses have been framed and mobilised and examines epistemic and ideational incongruences that have hobbled and sometimes negated the effectiveness of otherwise well intentioned interventions On climate change the book revisits debates around the vulnerability assets nexus with regard to mitigation and adaptation as well as the intersection of climate information and livelihoods in agro based settings The contradictions gaps and limitations of climate change policies and strategies in different regions are re examined based on new data In the last few years the Environment and Natural Resources Working Group of the South African Sociological Association SASA has intensified efforts to go beyond the annual SASA Congresses and the production of journal articles in making the research agendas of its members more visible to the global scholarly and policy community This book is one result of such efforts It calls for a constant questioning of orthodoxies and the promotion of ethnographically sensitive and epistemologically nuanced scholarly and policy approaches to developmental challenges in Africa especially in relation to environmental resources and environmental change **Orwell Reconsidered** Stephen Ingle,2019-10-21 George Orwell has had a profound influence on modern politics and culture He is regularly invoked as an authority by journalists commentators and politicians and his works speak with increasing relevance to our polarised and media saturated society Stephen Ingle explores Orwell s character his life and his beliefs by guiding the reader through the main events private and public that shaped his life and major works This includes his time fighting in the Spanish Civil War as well as the writing of classics like Animal Farm and 1984 The book also reconsiders Orwell s legacy and contextualises his contemporary resonance Orwell it is argued is more concerned with morality than ideology This book will be of significant interest to students and other readers interested in Orwell s life as well as his profound contribution to the history of social and political thought and English literature **Revisiting Jesus Christ's Continuing Humanity** Patrick Nasongo Ph.D.,2022-09-12 Most readers are familiar with Jesus deity and His humanity while He was here on the earth but they seldom consider the fact of His continuing humanity Dr Nasongo investigates the insufficient treatment of this subject from the time of the Apostolic Fathers

to the present and then he presents the biblical evidence for Christ's continuing humanity. In the process he demonstrates its relationship to apologetics, hermeneutics, and systematic theology with a special emphasis on eschatology.

## **The Human Future Revisited** Book Review: Unveiling the Power of Words

In some sort of driven by information and connectivity, the energy of words has be evident than ever. They have the capacity to inspire, provoke, and ignite change. Such is the essence of the book **The Human Future Revisited**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book is key themes, examine its writing style, and analyze its overall impact on readers.

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