

Human Resource Management A Critical Text

The idea of human resource management has become topical and controversial. The term suggests that people in any organization are an asset to be upgraded and fully utilized rather than merely a variable cost to be minimized. This in turn implies that the way in which people are managed is a matter of crucial strategic concern. Increased international competition has produced various initiatives world-wide for new approaches to management, in particular human resource management. This searching set of interpretations, first published in 1993, will be of interest to serious practitioners and students alike.

While communicating is a vital skill for managers at all organizational levels and in all functional areas, human resource managers are expected to be especially adept communicators, given the important interpersonal component of their roles. Practitioners and scholars alike stand to benefit from incorporating an updated and more nuanced view of communication theory and practice into standard human resource management practices. This book compiles readings by thought leaders in human resource management and communication, exploring the intersection of interests, theories, and perspectives from the two fields to highlight new opportunities for research and practice. In addition to covering the foundations of strategic human resource management, the book offers a critical review of the research literature on topics including recruitment, selection, performance management, compensation, and development uses a communication perspective to analyze the impact of corporate strategy on human resource systems investigates the key human resource management topic of the relationship between a company's human capital and its effectiveness directly discusses the implications of communication literature for human resource management practice Written at the cross-section of two established and critically linked fields, this book is a must-have for graduate human resource management and organizational communication students, as well as for high-level human resource management practitioners.

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance. Human Resources Management: Concepts, Methodologies, Tools, and Applications compiles the most studies, architectures, frameworks, methodologies, and research related to human resources management. Including over 100 chapters from professional, this three-volume collection presents an in-depth analysis on the fundamental aspects, tools and technologies, methods and design, applications, managerial impact, social/behavioral perspectives, critical issues, and emerging trends in the field, touching on effective and ineffective management practices when it comes to human resources. This multi-volume work is vital and highly accessible across the hybrid domain of business and management, essential for any library collection.

Context is increasingly recognised as a critical explanatory variable in accounting for commonalities and differences in human resource management. Giving expression to it in research models holds the prospect of enhancing theory development, deepening our appreciation of embedded practices in diverse territories, and opening up new lines of enquiry. However, contextualisation presents a significant research challenge and increasingly, international academic research networks that bring together scholars from different countries in the co-production of knowledge represent a key approach to rising to this challenge. This volume documents aspects of the development of one such network, namely the Cranet Network on International Human Resource Management, and presents a series of recent contributions from the network. The chapters highlight, inter alia, the limits to convergence in human resource management as a result of contextual determinism, the role of institutional actors, markets, and work regulation in accounting for variations in practices, the contextual specificities and dynamics at play in transition economies, along with key methodological challenges that arise when seeking to build cumulative comparative knowledge via network collaborations of this nature. The chapters in this book were originally published as a special issue of

International Studies of Management & Organization.

Human Resource Management in Transition

A Critical Text

The SAGE Handbook of Human Resource Management

International Human Resource Management

People Management Across the Global South and North

A European Perspective

This book draws on recent debate surrounding the emergence of cognitive intelligence in organizations, exploring the redefinition of the labor market and consequently, employment. With a particular focus on Human Resource Management (HRM), the authors analyse the socio-cultural transformation of traditional practices and methodologies that are occurring in the workforce. Digital HR presents detailed case studies and interviews with HR managers of large multinational companies, providing comprehensive empirical evidence for academics and students interested in the development of HRM in today's digital landscape. The book will also be valuable to practitioners and managers looking to adapt the role of HR in their own companies or organizations.

A guide to the Semantic Web, which will transform the Web into a structured network of resources organized by meaning and relationships. Sixty-three stellar academics, consultants, and practitioners look at the future of human resources The follow-up to the bestselling Tomorrow's HR Management (978-0-471-19714-0), this book presents an international panel of expert contributors who offer their views on the state of HR and what to expect in the future. Topics covered include HR as a decision science, understanding and managing people, creating and adapting organizational culture, the effects of globalization, collaborative ventures, and investing in the next generation. Like its bestselling predecessor before it, The Future of Human Resource Management offers the very best thinking on the future of HR from the most respected leaders in the field.

In this unique volume John Storey has brought together leading authorities to provide comprehensive and state of the art coverage of the key and emerging issues in HRM appropriate for students at undergraduate and postgraduate levels. The second edition contains fully revised and updated chapters from the original contributors but also covers new themes such as HRM and Ethics, Knowledge Management, Organizational Learning, Culture and Change, and HR in International Joint Ventures. In addition, current debates about the nature and significance of HRM are taken on to new ground. Further coverage includes the link with corporate strategy, the interface with the personnel function, and trade unions and industrial relations. In short – an in-depth and authoritative text.

Human Resources Management: Concepts, Methodologies, Tools, and Applications

Handbook of Research on Comparative Human Resource Management Meeting the Challenge of Human Resource Management Cases on Critical Practices for Modern and Future Human Resources Management Bringing the World Wide Web to Its Full Potential A Critical Perspective

By problematizing core HR topics and presenting significant new developments in the field, this engaging textbook will enable students to develop a nuanced and critical approach to HRM. It integrates students' understanding of the key operational aspects of HRM with the wider institutional, social, political and economic contexts in which they occur, covering important and emerging topics such as intersectionality, wellbeing, international migration, globalisation and corporate governance. Theoretically-rigorous and rich in pedagogy, this textbook will hone students' critical thinking skills, allowing them to confront higher level problems faced in HR and deal with real-world HR situations. A range of topical international case studies – ranging from iPhone factories in China to contemporary US politics – places HR issues in a comparative, global context. This is an essential textbook for upper-undergraduate, postgraduate and MBA students studying contemporary or critical issues in HRM. It can also be used as a supplementary text by those wanting to deepen their knowledge of HRM and by practitioners keen to understand how core HRM topics intersect with wider contemporary and global issues. The construction sector is one of the most complex and problematic arenas within which to manage people. As a result, the applicability of much mainstream human resource management (HRM) theory to this industry is limited. Indeed, the operational realities faced by construction organizations mean that all too often the needs of employees are subjugated by performance concerns. This has potentially dire consequences for those who work in the industry, for the firms that employ them and ultimately, for the prosperity and productivity of the industry as a whole. In this new edition of their leading text, Andrew Dainty and Martin Loosemore have assembled a collection of perspectives which critically examine key aspects of the HRM function in the context of contemporary construction organizations. Rather than simply update the previous edition, the aim of this second edition is to provide a more critical commentary on the ways in which the industry addresses the HRM function and how this affects those who work within the industry. To this end, the editors have gathered contributions from many of the leading thinkers within construction HRM to critique the perspectives presented in the first edition. Each contributor either tackles specific aspects of the HRM function, or provides a critical commentary on industry practice. The authors explain, using real-life case studies, the ways in which construction firms respond to the myriad pressures that they face through their HRM practices. Together the contributions encourage the reader to rethink the HRM function and its role in defining the employment relationship. This provides essential reading for students of construction and project management, and reflective practitioners who are interested in theoretically informed insights into industry practice and its implications. ?

HRM in the 21st Century: The predominant apparatus for people management across the world. Since its inception, HRM has nevertheless been subjected to critical scrutiny. This work has produced a corpus of literature now referred to as 'Critical HRM'. This book on Critical HRM traces the development of the critical scholarship tradition in people management. It analyzes, organizes and synthesizes the various perspectives, ideas and arguments that constitute this critical tradition. The book identifies the current status and future trends of Critical HRM, and explores its ethico-political role in contemporary organizations, especially in the context of widespread public concern about making business more ethical. Incorporating under-researched and emerging issues of people management, such as the Global South and Critical HRM, with more established themes of Critical HRM, this book introduces Critical HRM's critique of mainstream HRM and its underpinning assumptions. It illustrates how interventions have the potential to transform organizational policies and practices of managing people at work. The book will be of interest to professionals, researchers, and academics focusing on critical issues in people management across the Global South and North.

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.

Critical Perspectives on Business and Management

A Critical Approach

Comparative Human Resource Management

Critical Role of Human Resource Management in the Cost, Quality and Productivity Equation

Applying Critical Evaluation

Digital HR

Human resources management (HRM) has evolved in the last few years as a result of such factors as outsourcing, work-life balance issues, globalization, increasing proportion of older workers, generational differences, etc. As such, it is imperative to revisit past views and perspectives on methods and practices in HRM in order to ensure that best procedures are being utilized. Cases on Critical Practices for Modern and Future Human Resources Management offers teaching cases from the corporate, public, and educational sectors that present critical reviews of different aspects of HRM, its origin, role and responsibilities, functions, and the future of HRM in the context of changing patterns of work, society, and the world. It functions as a resource that will spur future HR personnel to become more ethically conscious managers and citizens. Highlighting important topics that include employee wellbeing, recruitment, and retention, this book is ideal for human resources managers, organization development consultants, small and medium enterprises, non-profit organizations, professionals, academicians, researchers, and students

"International Human Resource Management is a textbook for undergraduate, postgraduate and MBA students studying international human resource management, international management and international business."--Jacket.

International Human Resource Management provides a critical assessment of contemporary international HRM. Written by leading international scholars, this text explores the challenges confronting organizations as they seek to develop effective resourcing strategies in a global environment. International Human Resource Management is an excellent companion text for upper level undergraduate, postgraduates and MBA students studying international or comparative HRM. Careers and Talent Management challenges and deconstructs the notion of the "perfect career" in order to provide new perspectives on talent management and career creation. It argues that the skills that organizations typically look for as indicative of superstar performance are not necessarily those that lead to competitive advantage. Attracting and retaining talent is both challenging and complex for organizations, since it is not known, especially at the top level, which employee skills will be most valuable in helping the organization be competitive globally. In this thoughtful book, Reis bucks the trend on emerging super talents, critically analyzing topics related to the field of general management, careers and talent management – such as leadership, entrepreneurship, gender, and diversity – to demonstrate the range of employee skills that can benefit an organization globally. Chapter focuses include global entrepreneurship, remote business practices, and social responsibility. These new perspectives on talent management will help students of human resource management think critically about the implications of pursuing or encouraging a "perfect" career trajectory.

Human Resource Management in Construction Projects

Reward Management

The Oxford Handbook of Human Resource Management

Second Edition

A Communication Perspective

A Global and Critical Perspective

ÓHealthy organizations are twice as likely to get better results than unhealthy ones, and this could be a matter of life and death if your business is healthcare. Whatever way you look at it, HR has a key role to play and the authors once again points the way.Ó D Clare Chapman, Group People Director, BT (British Telecoms) ÓIf healthcare systems around the world are to respond to the growing demands of an ageing population and advances in technology, then healthcare workforces will need to managed with imagination, agility and innovation. This important book sets out some of these challenges in a thoughtful and accessible way, allowing the reader to tap into the research pedigree of its authors and to draw out lessons and evidence which will inform both strategy and practice.Ó D Stephen Bevan, Director, Centre for Workforce Effectiveness, The Work Foundation This insightful book discusses vital concepts of system sustainability in terms of productivity, quality improvement, innovation and cost control in the context of maximising the potential of staff in the health care sector through effective human resource management. Health systems in the western world face increasingly intense pressure to contain or reduce costs, while countries such as China and India move towards universal coverage. The contributors illustrate that radical gains in efficiency and innovative practice are required internationally in health care systems. They argue that the high proportion of health care system costs invested in staffing place the human resource function at the forefront of meeting this challenge. Sustained system change and productivity gains, more effective management of staff and work climate are essential elements of reform and are all covered in this book The book provides practical examples as to how health service managers can rise to the challenge of sustaining services against greater pressures than ever before. It will strongly appeal to academics and students of health service management and public sector management. Health service managers, HR professionals in health as well as clinical staff will also find plenty of informative information in this enriching compendium.

The new edition of this SAGE Handbook builds on the success of the first by providing a fully updated and expanded overview of the field of human resource management. Bringing together contributions from leading international scholars - and with brand new chapters on key emerging topics such as talent management, engagement , e-HRM and big data - the Handbook focuses on familiarising the reader with the fundamentals of applied human resource management, while contextualizing practice within wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The second edition of this Handbook remains an indispensable resource for advanced students and researchers in the field. PART 01: Context of Human Resource Management PART 02: Fundamentals of Human Resource Management PART 03: Contemporary Issues The Psychology of Green Organizations brings together a number of researchers to review leading research in different areas of organizational environmental sustainability. In so doing, it consolidates available knowledge on employees' contributions to corporate environmental initiatives, stimulates future empirical research on this topic, and provides recommendations as to how organizations can improve their environmental performance through their employees. This revised edition is a comprehensive, authoritative set of essays. It is more detailed and analytical than the mainstream treatments of HRM. As in previous editions, Managing Human Resources analyses HRM, the study of work and employment, using an integrated multi-disciplinary approach. The starting point is a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm. The consequences of HRM need to incorporate analysis of employees and other stakeholders as well as the implications for organizational performance.

New Perspectives on Human Resource Management (Routledge Revivals)

A critical text

Contemporary Perspectives

Skills, Training and Human Resource Development

The Psychology of Green Organizations

Spinning the Semantic Web

This book focuses on the way people are developed at work; the skills that are encouraged, the way they are controlled and the implications they have for the people who possess and exercise them. Taking a critical perspective, Skill, Training and Human Resource Development draws on a wide range of research and covers an array of organizational practices - from managing culture and emotional labour to job design and qualifications - and adeptly considers the implications of these for the people involved. HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.

Combining up-to-date research, innovative content and practical perspectives, this book is the benchmark by which all other strategic HRM reference works should be measured. Leading figures from around the globe survey the current state of the discipline, while also introducing and exploring new, cutting edge themes in order to offer a comprehensive and authoritative overview of the field. Section introductions and integrative critiques pull together the separate themes to provide cross-comparisons between chapters to create a cohesive and well-structured volume. Unlike other texts in this area, The Routledge Companion to Strategic Human Resource Management incorporates contributions from leading management and business writers in areas adjacent to human resource management, including strategy, innovation and organizational learning. These add fresh and challenging insights into HRM themes from key mainstream business and management thinking. The field of strategic HRM is thus enriched and extended by this volume. Focusing on the interplay between theory and practice, this book is an essential resource for researchers and students studying human resource management and strategy.

The far right is back with a vengeance. After several decades at the political margins, far-right politics has again taken center stage. Three of the world's largest democracies – Brazil, India, and the United States – now have a radical right leader, while far-right parties continue to increase their profile and support within Europe. In this timely book, leading global expert on political extremism Cas Mudde provides a concise overview of the fourth wave of postwar far-right politics, exploring its history, ideology, organization, causes, and consequences, as well as the responses available to civil society, party, and state actors to challenge its ideas and influence. What defines this current far-right renaissance, Mudde argues, is its mainstreaming and normalization within the contemporary political landscape. Challenging orthodox thinking on the relationship between conventional and far-right politics, Mudde offers a complex and insightful picture of one of the key political challenges of our time.

The Routledge Companion to Strategic Human Resource Management

Human Resource Development

Human Resource Management

Critical Thinking in Human Resource Development

The Future of Human Resource Management

Managing Human Resources

Effectively managing of human resources is essential to the success of any organization. In this authoritative, sophisticated and engaging new text on Human Resource Management, an international team of leading analysts guides the advanced student through this fundamental discipline of management in all its complexity. The book explores all the central themes and concepts of HRM theory and practice, and introduces the most important issues influencing contemporary practice in a wide range of organizational contexts. It systematically examines the main functional areas of HRM, and engages with a number of key contemporary issues for both scholars and practitioners. Topics covered include: Strategic HRM Ethics in HRM Knowledge management HRM and performance Outsourcing and implications for HRM HRM in small and medium enterprises Key functional areas of HR practice International HRM Adopting a critical perspective throughout that challenges the student to examine closely the fundamental purpose and practices of HRM, this book is essential reading for all serious students of Human Resource Management and for any HRM professional looking to deepen his understanding of the subject.

Conducting business across national borders is nothing new; the Knights Templar were banking internationally as long ago as 1135. But modern globalization processes raise different challenges, and as the world becomes smaller and labour movements more common, an international understanding of human resource management is essential. The second edition of International HRM provides a fully updated and revised analysis of this important area. Its innovative, multi-disciplinary approach allows a holistic picture to emerge in which key issues are assessed from organizational, individual and societal perspectives. The collection is divided into three parts: the contemporary internationalization context the management of international employees strategic issues facing international HR managers. Supported by new research, and including work from eminent writers in the field, this book discusses issues as diverse as the relative absence of women in international work, the ethical merits of localization, and the context faced by organizations like the United Nations. It is a valuable tool for all students, researchers and practitioners working in international business and human resource management.

This book provides a reflexive critique of the assumptions of orthodox HRD research and practice and questions the conception of humans as resources, as well as the conventional performative focus of HRD. Examining the broader social, political and economic contexts, the book offers alternative perspectives for considering both the needs of individuals and the sustainable development of organizations in post-industrial economies. Human resource management has become an integral part of the managerial role and is vital to the success of most organizations. Emphasising current developments in theory and practice, David Goss discusses the key issues in human resource management and highlights the extent to which previous personnel procedures have been superseded by emerging ideas and techniques in HRM. His examination of the field from a non-specialist's position offers a critical assessment of the human resource function and draws the links between HRM and general management practice and strategy. Human resource management has become an integral part of the managerial role and is vital to the success of most organizations. Emphasising current developments in theory and practice, David Goss discusses the key issues in human resource management and highlights the extent to which previous personnel procedures have been superseded by emerging ideas and techniques in HRM. His examination of the field from a non-specialist's position offers a critical assessment of the human resource function and draws the links between HRM and general management practice and strategy.

Principles of Human Resource Management

Human Resource Management in a Global Context

A Critical Look Into HRM Research and Practices

Careers and Talent Management

Critical Human Resource Management

64 Thought Leaders Explore the Critical HR Issues of Today and Tomorrow

This book is a pioneering work that maps out the ideological evolution of HRM research and practices, with a particular focus on our contemporary era of multinational corporations. It explores the ideological evolution of Human Resource Management (HRM) from the 1950s to the present day and maps out the development of HRM research and practices from a Critical Theory perspective. Its findings open up avenues for metatheoretical development within the HRM research field and provide employees under modern capitalism with emancipatory awareness. Both the theoretical framework and the empirical findings of this study will be of interest to HRM researchers as well as management researchers of all epistemological backgrounds, particularly those working within Critical Management Studies. This work will also appeal to teachers and students, and it could serve as a textbook for a number of postgraduate level courses, including Organization Theory, Critical Management Studies, Human Resource Management, Business History, Sociology of Management, and Critical Theory.

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world. Although construction is one of the most labour-intensive industries, people management issues are given inadequate attention. Furthermore, the focus of attention with regards to HR has been on the strategic aspects of HRM function - yet most problems and operational issues arise on projects. To help redress these problems, this book takes a broad view of HRM, examining the strategic and operational aspects of managing people within the construction sector. The book is aimed at project managers and students of project management who, until now, have been handed the responsibility for human resource management without adequate knowledge or training. The issues addressed in this book are internationally relevant, and are of fundamental concern to both students and practitioners involved in the management of construction projects. The text draws on the authors' experience of working with a range of large construction companies in improving their HRM operational activities at both strategic and operational levels, and is well illustrated with case studies of projects and organizations.

The fully revised and updated second edition of this core textbook builds on the previous edition's success by 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

Strategic and Operational Approaches

Critical Issues in Human Resource Management

Key Concepts in Critical Management Studies

A Critical Management Approach to the Digitalization of Organizations

Contextual Insights from an International Research Collaboration

The Ideological Evolution of Human Resource Management

"I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from reading this volume." Neal M. Ashkanasy, Professor of Management, The University of Queensland Anne-Wil Harzing and Ashly Pinnington ` s bestselling textbook has guided thousands of students through their International Human Resource Management studies. The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating journey through the core curriculum, contemporary debates and emerging issues in IHRM. New for the fourth edition: Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity, Corporate Social Responsibility and Sustainability and Cross-Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links, SAGE journal articles and more.

There have been fundamental changes in remuneration practices in the UK over the last quarter century, with a substantial decline in collective bargaining as the major method of pay determination and the growth of more individualistic systems based on employee performance, skills or competency. This new text, which includes chapters by major UK academics and consultants who are specialists in the reward management field, is the first to adopt a critical and theoretical approach to these changes in reward systems. It covers the Institute of Personnel and Development's reward syllabus but, unlike other reward books, takes a thematic and theoretical approach to the material.

David McGuire's student-friendly introduction looks at Human Resource Development on an individual, organisational and societal level analysing how HRD can play a major role in organisational innovation, in developing communities and society and in operating on a cross-national and international basis. Key features: Links key training design and learning theories to broader economic and societal issues for a more holistic and in-depth understanding of the field. Seven brand new chapters ensure a good fit with HRD programmes at all levels and reflect the latest developments in the field, including career development, strategic HRD, knowledge management, the environment, ethics and CSR and the future of HRD. High profile case studies in each chapter bring the theory to life including Apple, Massive Open Online Courses, Barclays, Stephen Lawrence, Lloyds Pharmacy, Marriott Hotels, Netflix, Black and Decker, Google, Colgate-Palmolive, Marks and Spencer and Valve. Case vignettes throughout the chapters highlight HRD in action and provoke critical analysis and discussion, including How a Beer Can Aided the Design of Canon ` s Revolutionary Mini-Copier and The Alaskan Village Set to Disappear Under Water in a Decade. An Appendix contains advice on preparing for an HRD examination as well as example exam questions and sample answers, to ensure examination success. Chapters map to the CIPD ` s requirements at levels 5 and 7 making it an ideal core text for accredited and non-accredited programmes alike.

Deal as an introduction and as a quick reference, Key Concepts in Critical Management Studies explores the essential concepts used within the field today. Specially edited and written by a range of international experts, key ideas are succinctly explained and illustrated beyond a simple definition. Further reading suggestions and cross-referencing provide the reader with means to develop their knowledge further. With over 50 entries, from Actor Network Theory to Utopianism, readers have instant access and explanation of the most influential concepts in CMS literature.

Concepts, Methodologies, Tools, and Applications

The Innovation Imperative in Health Care Organisations

Making an Impact in Small Business HR

The Far Right Today

Managing the Human Resource in the 21st century