

Strategic Human Resource Management

Dr Joon Hyung Park

View Online



1.

Cascio WF, Aguinis H. Applied Psychology in Human Resource Management. 7th ed. Prentice Hall; 2011.

2.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

3.

Bratton J, Gold J. Human Resource Management: Theory and Practice. 5th ed. Palgrave Macmillan; 2012.

4.

Marchington M, Wilkinson A. Human Resource Management at Work. 5th ed. Chartered Institute of Personnel and Development; 2012.

5.

Boxall PF, Purcell J. Strategy and Human Resource Management. Vol Management, work, and organisations. 3rd ed. Palgrave Macmillan; 2011.

6.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.

<http://www.myilibrary.com?id=381215>

7.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

8.

Boxall P. HR strategy and competitive advantage in the service sector. Human Resource Management Journal. 2003;13(3):5-20. doi:10.1111/j.1748-8583.2003.tb00095.x

9.

Strauss G. HRM in the USA: correcting some British impressions. International Journal of Human Resource Management . 2001;12(6):873-897. doi:10.1080/09585190110063138

10.

Schuler RS, Jackson SE. A Quarter-Century Review of Human Resource Management in the U.S.:The Growth in Importance of the International Perspective. Management Revue. Published 2005.

<http://smlr.rutgers.edu/search/node/A%20Quarter-Century%20Review%20of>

11.

Beaumont P. The US Human Resource Management Literature: a review. Human resource strategies. Published online 1992.

12.

Bratton J, Gold J. Human Resource Management: Theory and Practice. 5th ed. Palgrave Macmillan; 2012.

13.

Boselie P, Dietz G, Boon C. Commonalities and contradictions in HRM and performance research. *Human Resource Management Journal*. 2005;15(3):67-94.
doi:10.1111/j.1748-8583.2005.tb00154.x

14.

Guest, David E. HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL RELATIONS. *Journal of Management Studies*. 1987;24(5).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=4555858&site=ehost-live>

15.

Godard J. A Critical Assessment of the High-Performance Paradigm. *British Journal of Industrial Relations*. 2004;42(2):349-378. doi:10.1111/j.1467-8543.2004.00318.x

16.

Hart, Tim J. Human resource management - Time to exorcize the militant tendency. *Employee Relations*. 1993;15(3).
<http://search.proquest.com/docview/235218851?accountid=16676>

17.

Hoque K, Noon M. Counting angels: a comparison of personnel and HR specialists. *Human Resource Management Journal*. 2001;11(3):5-22. doi:10.1111/j.1748-8583.2001.tb00042.x

18.

Keenoy T. HRM as Hologram: A Polemic. *Journal of Management Studies*. 1999;36(1):1-23.
doi:10.1111/1467-6486.00123

19.

Legge K. *Human Resource Management: Rhetorics and Realities*. Vol Management, work and organisations. Anniversary ed. Palgrave Macmillan; 2005.

20.

Marchington M, Wilkinson A. Human Resource Management at Work. 5th ed. Chartered Institute of Personnel and Development; 2012.

21.

Noon M. HRM, a Map, a Model or a Theory?'. Reassessing human resource management. Published online 1992.

22.

Paauwe J, Boselie JP. HRM and Performance: What's Next?
[http://digitalcommons.ilr.cornell.edu /intlvf/13/](http://digitalcommons.ilr.cornell.edu/intlvf/13/)

23.

Purcell J. Best practice and best fit: chimera or cul-de-sac? Human Resource Management Journal. 1999;9(3):26-41. doi:10.1111/j.1748-8583.1999.tb00201.x

24.

Schuler RS, Jackson SE. Linking Competitive Strategies with Human Resource Management Practices. Academy of Management Executive. 1987;1(3):207-219.
doi:10.5465/AME.1987.4275740

25.

Schuler RS. The internationalization of human resource management. Journal of International Management. 2000;6(3):239-260. doi:10.1016/S1075-4253(00)00025-9

26.

Strauss G. HRM in the USA: correcting some British impressions. The International Journal of Human Resource Management. 2001;12(6):873-897. doi:10.1080/09585190122941

27.

Torrington, Derek. How dangerous is human resource management?: A reply to Tim Hart. *Employee Relations*. 1993;15(5).
<http://search.proquest.com/docview/235201334?accountid=16676>

28.

From control to commitment in the workplace. *Harvard Business Review*. 1985;63(2).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=8500008618&site=ehost-live>

29.

Human resources and sustained competitive advantage: a resource-based perspective. *International Journal of Human Resource Management*. 1994;5(2).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5812660&site=ehost-live>

30.

Wright PM. Desegregating HRM: A Review and Synthesis of Micro and Macro Human Resource Management Research. *Journal of Management*. 2002;28(3):247-276.
doi:10.1177/014920630202800302

31.

Noe RA. *Human Resource Management: Gaining a Competitive Advantage*. 8th global edition (cover). McGraw-Hill Irwin; 2012.

32.

Anderson N, Lievens F, van Dam K, Ryan AM. Future Perspectives on Employee Selection: Key Directions for Future Research and Practice. *Applied Psychology*. 2004;53(4):487-501.
doi:10.1111/j.1464-0597.2004.00183.x

33.

Sackett PR, Lievens F. Personnel Selection. *Annual Reviews*. 2008;59(1):419-450.
<http://www.annualreviews.org/doi/abs/10.1146/annurev.psych.59.103006.093716>

34.

Recruitment goes virtual. Human Resource Management International Digest. 2013;21(3):19-21. doi:10.1108/09670731311318424

35.

Weyland A. How to attract people who are in sync with your culture. Human Resource Management International Digest. 2011;19(4):29-31. doi:10.1108/09670731111140739

36.

Anderson N, Witvliet C. Fairness Reactions to Personnel Selection Methods: An international comparison between the Netherlands, the United States, France, Spain, Portugal, and Singapore. International Journal of Selection and Assessment. 2008;16(1):1-13. doi:10.1111/j.1468-2389.2008.00404.x

37.

Barclay, Jean M. Improving selection interviews with structure: organisations' use of 'behavioural' interviews. Personnel Review. 2001;30(1).
<http://search.proquest.com/docview/214802174?accountid=16676>

38.

Barrick MR, Mount MK, Judge TA. Personality and Performance at the Beginning of the New Millennium: What Do We Know and Where Do We Go Next? International Journal of Selection and Assessment. 2001;9(1 & 2):9-30. doi:10.1111/1468-2389.00160

39.

Bartram D. Internet Recruitment and Selection: Kissing Frogs to find Princes. International Journal of Selection and Assessment. 2000;8(4):261-274. doi:10.1111/1468-2389.00155

40.

Bartram D. Assessment in Organisations. *Applied Psychology*. 2004;53(2):237-259.
doi:10.1111/j.1464-0597.2004.00170.x

41.

Beardwell J, Claydon T. *Human Resource Management: A Contemporary Approach*. 5th ed. Prentice Hall Financial Times; 2007. <http://www.myilibrary.com?id=155250>

42.

Bratton J, Gold J. *Human Resource Management: Theory and Practice*. 5th ed. Palgrave Macmillan; 2012.

43.

Making the Most of On-Line Recruiting. *Harvard Business Review*. 2001;79(3).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=4147424&site=ehost-live>

44.

Cascio WF, Aguinis H. *Applied Psychology in Human Resource Management*. 7th ed. Prentice Hall; 2011.

45.

Marchington M, Wilkinson A. *Human Resource Management at Work*. 5th ed. Chartered Institute of Personnel and Development; 2012.

46.

Newell S. Recruitment and Selection. *Managing human resources: personnel management in transition*. Published online 2005.

47.

Robertson IT, Smith M. Personnel selection. *Journal of Occupational and Organizational*

Psychology. 2001;74(4):441-472. doi:10.1348/096317901167479

48.

Searle R. Selection & Recruitment: A Critical Text. Palgrave Macmillan; 2003.

49.

Schmidt, Frank L. The Validity and Utility of Selection Methods in Personnel Psychology: Practical and Theoretical Implications of 85 Years of Research Findings. Psychological Bulletin. 1998;124(2).

<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=00006823-199809000-00006&LSLINK=80&D=ovft>

50.

Scholarios D, Lockyer C. HRM and Selection: Better Solutions or New Dilemmas. The handbook of human resource management. 1996; Human resource management in action series.

51.

Personality test based on Jung and Briggs Myers typology.

<http://www.humanmetrics.com/cgi-win/jtypes1.htm>

52.

Holland Code (RIASEC) Test. <http://personality-testing.info/tests/RIASEC.php>

53.

The Big Five Personality Test. <http://www.outofservice.com/bigfive/>

54.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

55.

Training helps salesforce to sparkle. Human Resource Management International Digest. 2011;19(1):15-16. doi:10.1108/09670731111101543

56.

Magazine business turns a new page with training for sales team. Human Resource Management International Digest. 2011;19(6):20-22. doi:10.1108/09670731111163473

57.

Wegmans sold on productivity training. Human Resource Management International Digest . 2008;16(7):30-32. doi:10.1108/09670730810911396

58.

Bennett R. Employers' Demands for Personal Transferable Skills in Graduates: a content analysis of 1000 job advertisements and an associated empirical study. Journal of Vocational Education & Training. 2002;54(4):457-476. doi:10.1080/13636820200200209

59.

Campbell JP, Kuncel NR. Individual and team trainin. Handbook of industrial, work and organizational psychology: Volume 1: Personnel psychology. Published online 2001. <http://site.ebrary.com/lib/unnc/Doc?id=10285203>

60.

Claydon, Tim. Can trade unions improve training in Britain? Personnel Review. 1994;23(1). <http://search.proquest.com/docview/214812428?accountid=16676>

61.

Derven, Marjorie. LESSONS LEARNED. T + D. 2008;62(12):68-73.

<http://search.proquest.com/docview/227034994/1ECE7B822D69475DPQ/1?accountid=16676>

62.

Grugulis I. The Contribution of National Vocational Qualifications to the Growth of Skills in the UK. *British Journal of Industrial Relations*. 2003;41(3):457-475.
doi:10.1111/1467-8543.00282

63.

Jerry Hallier and Stewart Butts. Employers' discovery of training: self-development, employability and the rhetoric of partnership. *Employee Relations*. 1999;21(1):80-94.
<http://search.proquest.com/docview/235207571?accountid=16676>

64.

Heyes J, Stuart M. Does Training Matter? Employee Experiences and Attitudes. *Human Resource Management Journal*. 1996;6(3):7-21. doi:10.1111/j.1748-8583.1996.tb00409.x

65.

Hoque K. All in All, it's Just Another Plaque on the Wall: The Incidence and Impact of the Investors in People Standard. *Journal of Management Studies*. 2003;40(2):543-571.
doi:10.1111/1467-6486.00350

66.

Hoque K, Taylor S, Bell E. Investors in People: Market-led Voluntarism in Vocational Education and Training. *British Journal of Industrial Relations*. 2005;43(1):135-153.
doi:10.1111/j.1467-8543.2005.00348.x

67.

Lloyd C. Training and development deficiencies in 'high skill' sectors. *Human Resource Management Journal*. 2002;12(2):64-81. doi:10.1111/j.1748-8583.2002.tb00064.x

68.

McCartney J, Teague P. Private-sector training and the organization of the labour market: evidence from the Republic of Ireland in. *The International Journal of Human Resource Management*. 2001;12(5):772-799. doi:10.1080/713769670

69.

Raper P, Ashton D, Felstead A, Storey J. Towards the Learning Organisation? Explaining Current Trends in Training Practice in the UK. *International Journal of Training and Development*. 1997;1(1):9-21. doi:10.1111/1468-2419.00002

70.

Saks AM, Belcourt M. An investigation of training activities and transfer of training in organizations. *Human Resource Management*. 2006;45(4):629-648. doi:10.1002/hrm.20135

71.

Smith A, Dowling PJ. Analyzing firm training: Five propositions for future research. *Human Resource Development Quarterly*. 2001;12(2). doi:10.1002/hrdq.5

72.

Tregaskis, Olga. Training and development in the UK context: an emerging polarisation? *Journal of European Industrial Training*. 1998;22(4/5):180-189. <http://search.proquest.com/docview/215399345?accountid=16676>

73.

Valle R, Martin F, Romero PM, Dolan SL. Business strategy, work processes and human resource training: are they congruent? *Journal of Organizational Behavior*. 2000;21(3):283-297. doi:10.1002/(SICI)1099-1379(200005)21:3<283::AID-JOB16>3.0.CO;2-C

74.

Warr P. Learning and Training. *Psychology at work*. Published online 2002.

75.

Bashford, Suzy. Brownie points for green workers. Human Resources.:30-32.
<http://search.proquest.com/docview/228340225/264F5472EC4642F5PQ/1?accountid=16676>

76.

Bhattacharya, CBSen, SankarKorschun, Daniel. Using Corporate Social Responsibility to Win the War for Talent. MIT Sloan Management Review. 2008;49(2):37-44.
<http://search.proquest.com/docview/224960393/6C34BE856076482CPQ/1?accountid=16676>

77.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

78.

Brown M, Lim VS. Understanding performance management and appraisal: supervisory and employee perspectives. The SAGE handbook of human resource management. Published online 2010. <http://www.myilibrary.com?id=381215>

79.

Cunneen, Patrick. How to...improve performance management. People Management. 2006;12(1).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=19482566&site=ehost-live>

80.

Brett JF, Atwater LE. 360° feedback: Accuracy, reactions, and perceptions of usefulness. Journal of Applied Psychology. 2001;86(5):930-942. doi:10.1037//0021-9010.86.5.930

81.

Posthuma RA, Campion MA. Twenty Best Practices for Just Employee Performance Reviews: Employers can use a model to achieve performance reviews that increase employee satisfaction, reduce the likelihood of litigation and boost motivation. *Compensation & Benefits Review*. 2008;40(1):47-55. doi:10.1177/0886368707312139

82.

Atwater LE, Brett JF, Charles AC. Multisource feedback: Lessons learned and implications for practice. *Human Resource Management*. 2007;46(2):285-307. doi:10.1002/hrm.20161

83.

Fletcher C. *Appraisal, Feedback and Development: Making Performance Review Work*. 4th ed. Routledge; 2008.

84.

Arnold J. *Work Psychology: Understanding Human Behaviour in the Workplace*. 5th ed. Financial Times Prentice Hall; 2010.

85.

Atwater LE, Brett JF, Charles AC. Multisource feedback: Lessons learned and implications for practice. *Human Resource Management*. 2007;46(2):285-307. doi:10.1002/hrm.20161

86.

Brown M, Lim VS. Understanding performance management and appraisal: supervisory and employee perspectives. *The SAGE handbook of human resource management*. Published online 2010. <http://www.myilibrary.com?id=381215>

87.

Campbell DJ, Campbell KM, Chia HB. Merit pay, performance appraisal, and individual motivation: An analysis and alternative. *Human Resource Management*. 1998;37(2):131-146. doi:10.1002/(SICI)1099-050X(199822)37:2<131::AID-HRM4>3.0.CO;2-X

88.

Fletcher C. Appraisal, Feedback and Development: Making Performance Review Work. 4th ed. Routledge; 2008.

89.

Grint K. What's Wrong With Performance Appraisals? A Critique and A Suggestion. Human Resource Management Journal. 1993;3(3):61-77. doi:10.1111/j.1748-8583.1993.tb00316.x

90.

Fletcher C, Perry EL. Performance Appraisal and feedback: A consideration of national culture and a review of contemporary research and future trends. Handbook of industrial, work and organizational psychology: Volume 1: Personnel psychology. Published online 2001. <http://site.ebrary.com/lib/unnc/Doc?id=10285203>

91.

Krattenmaker, Tom. Appraising Employee Performance in a Downsized Organization. Harvard Management Update. 2009;14(5).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=43480344&site=ehost-live>

92.

Boxall PF, Purcell J, Wright PM. The Oxford Handbook of Human Resource Management. Vol Oxford handbooks. Oxford University Press; 2007.

93.

The Social Context of Performance Appraisal: A Review and Framework for the Future. Journal of Management. 2004;30(6):881-905. doi:10.1016/j.jm.2004.06.005

94.

Weiner, Bernard^{1,2}Section Editor(s): HOFFMAN, MARTIN L. An Attributional Theory of Achievement Motivation and Emotion. *Psychological Review*. 1985;92(4):548-573.
<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=00006832-198510000-00008&LSLINK=80&D=ovft>

95.

Noe RA. *Human Resource Management: Gaining a Competitive Advantage*. 8th global edition (cover). McGraw-Hill Irwin; 2012.

96.

Beer M, Cannon MD, Baron JN, et al. Promise and peril in implementing pay-for-performance. *Human Resource Management*. 2004;43(1):3-48.
doi:10.1002/hrm.20001

97.

Rynes SL, Gerhart B, Minette KA. The importance of pay in employee motivation: Discrepancies between what people say and what they do. *Human Resource Management*. 2004;43(4):381-394. doi:10.1002/hrm.20031

98.

Aguinis H, Joo H, Gottfredson RK. What monetary rewards can and cannot do: How to show employees the money. *Business Horizons*. 2013;56(2):241-249.
doi:10.1016/j.bushor.2012.11.007

99.

Godard J. A Critical Assessment of the High-Performance Paradigm. *British Journal of Industrial Relations*. 2004;42(2):349-378. doi:10.1111/j.1467-8543.2004.00318.x

100.

The Role of Performance-Related Pay in Renegotiating the "Effort Bargain": The Case of the British Public Service. *Industrial & Labor Relations Review*. 2004;57(3):350-370.
doi:10.1177/001979390405700302

101.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

102.

Arrowsmith J, Marginson P. Variable Pay and Collective Bargaining in British Retail Banking. *British Journal of Industrial Relations*. 2011;49(1):54-79.
doi:10.1111/j.1467-8543.2009.00768.x

103.

Gielen AC, Kerkhofs MJM, van Ours JC. How performance related pay affects productivity and employment. *Journal of Population Economics*. 2010;23(1):291-301.
doi:10.1007/s00148-009-0252-9

104.

Harris L. Rewarding employee performance: line managers' values, beliefs and perspectives. *The International Journal of Human Resource Management*. 2001;12(7):1182-1192. doi:10.1080/09585190110068386

105.

Heery, Edmund. Risk, representation and the new pay. *Personnel Review*. 1996;25(6):54-65. <http://search.proquest.com/docview/214813868?accountid=16676>

106.

Heinrich CJ. False or fitting recognition? The use of high performance bonuses in motivating organizational achievements. *Journal of Policy Analysis and Management*. 2007;26(2):281-304. doi:10.1002/pam.20244

107.

Kessler I. Reward choices: strategy and equity. *Human resource management: a critical*

text. Published online 2007.

108.

Kessler, Ian. Performance related by contrasting approaches. *Industrial Relations Journal*. 25(2).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=9504071497&site=ehost-live>

109.

Lewis P. Managing performance-related pay based on evidence from the financial services sector. *Human Resource Management Journal*. 1998;8(2):66-77.
doi:10.1111/j.1748-8583.1998.tb00167.x

110.

Marchington M, Grugulis I. 'Best practice' human resource management: perfect opportunity or dangerous illusion? *The International Journal of Human Resource Management*. 2000;11(6):1104-1124. doi:10.1080/09585190050177184

111.

Marsden D, Richardson R. Performing for Pay? The Effects of 'Merit Pay' on Motivation in a Public Service. *British Journal of Industrial Relations*. 1994;32(2):243-261.
doi:10.1111/j.1467-8543.1994.tb01043.x

112.

Perry JL, Engbers TA, Jun SY. Back to the Future? Performance-Related Pay, Empirical Research, and the Perils of Persistence. *Public Administration Review*. 2009;69(1):39-51.
doi:10.1111/j.1540-6210.2008.01939_2.x

113.

Risher H. Adding Merit to Pay for Performance. *Compensation & Benefits Review*. 2008;40(6):22-29. doi:10.1177/0886368708326560

114.

Purcell, John. Best practice and best fit: Chimera or cul-de-sac? Human Resource Management Journal. 1999;9(3):26-41. <http://search.proquest.com/docview/199344963>

115.

Wood S. Human resource management and performance. International Journal of Management Reviews. 1999;1(4):367-413. doi:10.1111/1468-2370.00020

116.

Wood S, Albanese MT. CAN WE SPEAK OF A HIGH COMMITMENT MANAGEMENT ON THE SHOP FLOOR?*. Journal of Management Studies. 1995;32(2):215-247. doi:10.1111/j.1467-6486.1995.tb00341.x

117.

Wright, Patrick M. Human resources and sustained competitive advantage: a resource-based perspective. International Journal of Human Resource Management. 5(2). <http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5812660&site=ehost-live>

118.

Procter S, McArdle L, Hassard J, Rowlinson M. Performance Related Pay in Practice: A Critical Perspective1. British Journal of Management. 1993;4(3):153-160. doi:10.1111/j.1467-8551.1993.tb00055.x

119.

Kirton G, Greene AM. The Dynamics of Managing Diversity: A Critical Approach. 3rd ed. Butterworth-Heinemann; 2010. <http://www.myilibrary.com?id=254080>

120.

Kossek EE, Pichler S. EEO and the management of diversity. The Oxford handbook of human resource management. 2007;Oxford handbooks.

121.

Shen J, Chanda A, D'Netto B, Monga M. Managing diversity through human resource management: an international perspective and conceptual framework. *The International Journal of Human Resource Management*. 2009;20(2):235-251. doi:10.1080/09585190802670516

122.

Dickens L. Beyond the business case: a three-pronged approach to equality action. *Human Resource Management Journal*. 1999;9(1):9-19. doi:10.1111/j.1748-8583.1999.tb00185.x

123.

Shore LM, Chung-Herrera BG, Dean MA, et al. Diversity in organizations: Where are we now and where are we going? *Human Resource Management Review*. 2009;19(2):117-133. doi:10.1016/j.hrmr.2008.10.004

124.

Elisabeth M. Wilson and Paul A. Iles. Managing diversity - an employment and service delivery challenge. *The International Journal of Public Sector Management*. 1999;12(1):27-48. <http://search.proquest.com/docview/234392327?accountid=16676>

125.

Edwards C, Robinson O, Welchman R, Woodall J. Lost opportunities? Organisational restructuring and women managers. *Human Resource Management Journal*. 1999;9(1):55-64. doi:10.1111/j.1748-8583.1999.tb00189.x

126.

Hollinshead G, Nicholls P, Tailby S. *Employee Relations*. 2nd ed. Pearson Education; 2002.

127.

Human, Linda. *Managing workforce diversity: a critique and example from South Africa*.

International Journal of Manpower. 1996;17(4/5):46-64.
<http://search.proquest.com/docview/231903817?accountid=16676>

128.

Jewson N, Mason D. The theory and practice of equal opportunities policies: liberal and radical approaches. *The Sociological Review*. 1986;34(2):307-334.
doi:10.1111/j.1467-954X.1986.tb02704.x

129.

Joshi A, Roh H. The Role Of Context In Work Team Diversity Research: A Meta-Analytic Review. *Academy of Management Journal*. 2009;52(3):599-627.
doi:10.5465/AMJ.2009.41331491

130.

Alexandra Kalev, Erin Kelly and Frank Dobbin. Best Practices or Best Guesses? Assessing the Efficacy of Corporate Affirmative Action and Diversity Policies. *American Sociological Review*. 2006;71(4):589-617.
http://www.jstor.org/stable/30039011?seq=1#page_scan_tab_contents

131.

Liff S. Diversity and equal opportunities: room for a constructive compromise? *Human Resource Management Journal*. 1999;9(1):65-75. doi:10.1111/j.1748-8583.1999.tb00190.x

132.

Marsella AJ. Diversity in a Global Era: The context and consequences of differences. *Counselling Psychology Quarterly*. 2009;22(1):119-135. doi:10.1080/09515070902781535

133.

Maxwell, Gillian A. Edging towards managing diversity in practice. *Employee Relations*. 2001;23(4/5):468-482. <http://search.proquest.com/docview/235179705?accountid=16676>

134.

McKay S. Between Flexibility and Regulation: Rights, Equality and Protection at Work. *British Journal of Industrial Relations*. 2001;39(2):285-303. doi:10.1111/1467-8543.00200

135.

Simpson R. Presenteeism, Power and Organizational Change: Long Hours as a Career Barrier and the Impact on the Working Lives of Women Managers. *British Journal of Management*. 1998;9(s1):37-50. doi:10.1111/1467-8551.9.s1.5

136.

Tran V, Garcia-Prieto P, Schneider SC. The role of social identity, appraisal, and emotion in determining responses to diversity management. *Human Relations*. 2011;64(2):161-176. doi:10.1177/0018726710377930

137.

Truss C. Human resource management: gendered terrain? *The International Journal of Human Resource Management*. 1999;10(2):180-200. doi:10.1080/095851999340503

138.

Ratnam, C.S. Venkata. Sources of diversity and the challenge before human resource management in India. *International Journal of Manpower*. 1996;17(4/5):76-108. <http://search.proquest.com/docview/231903887?accountid=16676>

139.

Yang Y, Konrad AM. Understanding Diversity Management Practices: Implications of Institutional Theory and Resource-Based Theory. *Group & Organization Management*. 2011;36(1):6-38. doi:10.1177/1059601110390997

140.

Bratton J, Gold J. Human Resource Management: Theory and Practice. 5th ed. Palgrave Macmillan; 2012.

141.

Stress and Well-Being at Work. APA handbook of industrial and organizational psychology. 2011;Handbooks in psychology.

142.

Adkins, Joyce A. Promoting Organizational Health: The Evolving Practice of Occupational Health Psychology. Professional Psychology: Research and Practice. 1999;30(2).
<http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=00001326-199904000-00004&LSLINK=80&D=ovft>

143.

Bashford, Suzy. Brownie points for green workers. Human Resources.:30-32.
<http://search.proquest.com/docview/228340225/264F5472EC4642F5PQ/1?accountid=16676>

144.

Boyd C. Customer Violence and Employee Health and Safety. Work, Employment & Society . 2002;16(1):151-169. doi:10.1177/09500170222119290

145.

Dorman P. The economics of safety, health, and well being at work: An overview.
http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_110382.pdf

146.

Mainstreaming OSH into business management. Published online 2010.
https://osha.europa.eu/en/publications/reports/mainstreaming_osh_business

147.

Ertel M, Stilijanow U, Iavicoli S, Natali E, Jain A, Leka S. European social dialogue on psychosocial risks at work: Benefits and challenges. *European Journal of Industrial Relations*. 2010;16(2):169-183. doi:10.1177/0959680110364830

148.

Health Impact of The Psychosocial Hazards of Work: An Overview. Published 2010.
http://www.who.int/occupational_health/publications/hazardpsychosocial/en/

149.

Leka S, Jain A, Iavicoli S, Vartia M, Ertel M. The role of policy for the management of psychosocial risks at the workplace in the European Union. *Safety Science*. 2011;49(4):558-564. doi:10.1016/j.ssci.2010.02.002

150.

Protecting Workers' Health Series No. 9 - Guidance on the European Framework for Psychosocial Risk Management. Published 2008.
http://www.who.int/occupational_health/publications/Protecting_Workers_Health_Series_No_9/en/

151.

Lewchuk W, Clarke M, de Wolff A. Working without commitments: precarious employment and health. *Work, Employment & Society*. 2008;22(3):387-406.
doi:10.1177/0950017008093477

152.

McDaid D. Mental Health in Workplace settings Consensus Paper. Published online 2008.
http://www.europeanbraincouncil.org/pdfs/Publications_/EU_High_Level_Conference_consensus_workplace_en.pdf

153.

McCarthy A, Darcy C, Grady G. Work-life balance policy and practice: Understanding line

manager attitudes and behaviors. Human Resource Management Review. 2010;20(2):158-167. doi:10.1016/j.hrmmr.2009.12.001

154.

Randall R, Nielsen K. Interventions to promote well-being at work. Occupational health psychology. Published online 2010. <http://www.myilibrary.com?id=255027>

155.

The changing organisation of work and the safety and health of working people. Published online 2002. <http://www.cdc.gov/niosh/docs/2002-116/pdfs/2002-116.pdf>

156.

Verbeek J. A systematic review of occupational safety and health business cases. Scandinavian Journal Of Work, Environment & Health [Scand J Work Environ Health] 2009 Dec; Vol. 2009;35. <http://search.ebscohost.com/login.aspx?direct=true&db=mdc&AN=19806275&site=ehost-live>

157.

Noe RA. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). McGraw-Hill Irwin; 2012.

158.

Allen DG, Bryant PC, Vardaman JM. Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies. Academy of Management Perspectives. 2010;24(2):48-64. doi:10.5465/AMP.2010.51827775

159.

Holtom BC, Mitchell TR, Lee TW, Eberly MB. 5 Turnover and Retention Research: A Glance at the Past, a Closer Review of the Present, and a Venture into the Future. The Academy of Management Annals. 2008;2(1):231-274. doi:10.1080/19416520802211552

160.

Tian X, Harvey M, Slocum JW. The retention of Chinese managers: The Chinese puzzle box. *Organizational Dynamics*. 2014;43(1):44-52. doi:10.1016/j.orgdyn.2013.10.006

161.

Bratton J, Gold J. *Human Resource Management: Theory and Practice*. 5th ed. Palgrave Macmillan; 2012.

162.

Brewster, Chris. Comparative research in human resource management: a review and an example. *International Journal of Human Resource Management*. 1996;7(3).
<http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5819464&site=ehost-live>

163.

Budhwar PS, Debrah Y. Rethinking comparative and cross-national human resource management research. *The International Journal of Human Resource Management*. 2001;12(3):497-515. doi:10.1080/713769629

164.

Budhwar PS, Khatri N. A comparative study of HR practices in Britain and India. *The International Journal of Human Resource Management*. 2001;12(5):800-826.
doi:10.1080/713769673

165.

Thomas Donaldson and Lee E. Preston. The Stakeholder Theory of the Corporation: Concepts, Evidence, and Implications. *The Academy of Management Review*. 1995;20(1):65-91. http://www.jstor.org/stable/258887?seq=1#page_scan_tab_contents

166.

Emmott M, Worman D. The steady rise of CSR and diversity in the workplace. *Strategic HR Review*. 2008;7(5):28-33. doi:10.1108/14754390810893071

167.

Ferner A, Quintanilla J. Multinationals, national business systems and HRM: the enduring influence of national identity or a process of 'Anglo-Saxonization'. *The International Journal of Human Resource Management*. 1998;9(4):710-731. doi:10.1080/095851998340973

168.

Harvey M. Human Resource Management in Africa: Alice's Adventures in Wonderland. *The International Journal of Human Resource Management*. 2002;13(7):1119-1145. doi:10.1080/09585190210131339

169.

Jackson T. The management of people across cultures: Valuing people differently. *Human Resource Management*. 2002;41(4):455-475. doi:10.1002/hrm.10054

170.

Lowe KB, Milliman J, De Cieri H, Dowling PJ. International compensation practices: a ten-country comparative analysis. *Human Resource Management*. 2002;41(1):45-66. doi:10.1002/hrm.10019

171.

Poole M, Lansbury R, Wailes N. A Comparative Analysis of Developments in Industrial Democracy. *Industrial Relations*. 2001;40(3):490-525. doi:10.1111/0019-8676.00221

172.

Schumann PL. A moral principles framework for human resource management ethics. *Human Resource Management Review*. 2001;11(1-2):93-111. doi:10.1016/S1053-4822(00)00042-5

173.

Verburg RM, Drenth PJD, Koopman PL, Muijen JJV, Wang ZM. Managing human resources

across cultures: a comparative analysis of practices in industrial enterprises in China and The Netherlands. *The International Journal of Human Resource Management*. 1999;10(3):391-410. doi:10.1080/095851999340396

174.

Wiley C. Ethical Standards for Human Resource Management Professionals: A Comparative Analysis of Five Major Codes. *Journal of Business Ethics*. 2000;25(2):93-114. doi:10.1023/A:1006230214847

175.

Bratton J, Gold J. *Human Resource Management: Theory and Practice*. 5th ed. Palgrave Macmillan; 2012.

176.

Greenwood, Michelle R. Ethics and HRM: A review and conceptual analysis. *Journal of Business Ethics*. 2002;36(3):261-278.
<http://search.proquest.com/docview/198056977?accountid=16676>

177.

Lin LH, Ho YL. Confucian dynamism, culture and ethical changes in Chinese societies-a comparative study of China, Taiwan, and Hong Kong. 'Making sense' of human resource management in China: economy, enterprises and workers. Published online 2012.

178.

Marchington M, Wilkinson A. *Human Resource Management at Work*. 5th ed. Chartered Institute of Personnel and Development; 2012.

179.

Mauffette-Leenders LA, Erskine JA, Leenders MR, Richard Ivey School of Business. *Learning with Cases*. 4th ed. Richard Ivey School of Business, University of Western Ontario; 2007.

180.

Beins B, Beins A. How to read and summarize a journal article. In: Effective Writing in Psychology: Papers, Posters, and Presentations. 2nd ed. Wiley-Blackwell; 2012.

181.

How to Read a Scientific Paper.

<http://www.biochem.arizona.edu/classes/bioc568/papers.htm>

182.

How to summarize a paper.

http://pages.stern.nyu.edu/~nlevina/Readings/Summary_Guide.htm

183.

Read and summarizing a research paper.

<http://science.marshall.edu/murraye/Reading%20Research%20Papers.pdf>

184.

Summarizing a research article.

<http://www.psych.uw.edu/writingcenter/writingguides/pdf/summarizing.pdf>