Strategic Human Resource Management

Dr Joon Hyung Park



Adkins, Joyce A. 1999. 'Promoting Organizational Health: The Evolving Practice of Occupational Health Psychology'. Professional Psychology: Research and Practice 30 (2). http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=0000132 6-199904000-00004&LSLINK=80&D=ovft.

Aguinis, Herman, Harry Joo, and Ryan K. Gottfredson. 2013. 'What Monetary Rewards Can and Cannot Do: How to Show Employees the Money'. Business Horizons 56 (2): 241–49. https://doi.org/10.1016/j.bushor.2012.11.007.

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

Allen, David G., Phillip C. Bryant, and James M. Vardaman. 2010. 'Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies.' Academy of Management Perspectives 24 (2): 48–64. https://doi.org/10.5465/AMP.2010.51827775.

Anderson, Neil, Filip Lievens, Karen van Dam, and Ann Marie Ryan. 2004. 'Future Perspectives on Employee Selection: Key Directions for Future Research and Practice'. Applied Psychology 53 (4): 487–501. https://doi.org/10.1111/j.1464-0597.2004.00183.x.

Anderson, Neil, and Carlijn Witvliet. 2008. '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 16 (1): 1–13. https://doi.org/10.1111/j.1468-2389.2008.00404.x.

Arnold, John. 2010. Work Psychology: Understanding Human Behaviour in the Workplace. 5th ed. Harlow: Financial Times Prentice Hall.

Arrowsmith, James, and Paul Marginson. 2011. 'Variable Pay and Collective Bargaining in British Retail Banking'. British Journal of Industrial Relations 49 (1): 54–79. https://doi.org/10.1111/j.1467-8543.2009.00768.x.

Atwater, Leanne E., Joan F. Brett, and Atira Cherise Charles. 2007a. 'Multisource Feedback: Lessons Learned and Implications for Practice'. Human Resource Management 46 (2): 285–307. https://doi.org/10.1002/hrm.20161.

———. 2007b. 'Multisource Feedback: Lessons Learned and Implications for Practice'. Human Resource Management 46 (2): 285–307. https://doi.org/10.1002/hrm.20161. Barclay, Jean M. 2001. 'Improving Selection Interviews with Structure: Organisations' Use of "Behavioural" Interviews'. Personnel Review 30 (1). http://search.proquest.com/docview/214802174?accountid=16676.

Barrick, Murray R., Michael K. Mount, and Timothy A. Judge. 2001. '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 9 (1 & 2): 9–30. https://doi.org/10.1111/1468-2389.00160.

Bartram, Dave. 2000. 'Internet Recruitment and Selection: Kissing Frogs to Find Princes'. International Journal of Selection and Assessment 8 (4): 261–74. https://doi.org/10.1111/1468-2389.00155.

———. 2004. 'Assessment in Organisations'. Applied Psychology 53 (2): 237–59. https://doi.org/10.1111/j.1464-0597.2004.00170.x.

Bashford, Suzy. n.d. 'Brownie Points for Green Workers'. Human Resources, 30–32. http://search.proquest.com/docview/228340225/264F5472EC4642F5PQ/1?accountid=1667 6.

———. n.d. 'Brownie Points for Green Workers'. Human Resources, 30–32. http://search.proquest.com/docview/228340225/264F5472EC4642F5PQ/1?accountid=1667 6.

Beardwell, Julie, and Tim Claydon. 2007. Human Resource Management: A Contemporary Approach. Electronic resource. 5th ed. Harlow: Prentice Hall Financial Times. http://www.myilibrary.com?id=155250.

Beaumont, P. 1992. 'The US Human Resource Management Literature: A Review'. Human Resource Strategies.

Beer, Michael, Mark D. Cannon, James N. Baron, Patrick R. Dailey, Barry Gerhart, Herbert G. Heneman, Thomas Kochan, Gerald E. Ledford, and Edwin A. Locke. 2004. 'Promise and Peril in Implementing Pay-for-Performance'. Human Resource Management 43 (1): 3–48. https://doi.org/10.1002/hrm.20001.

Beins, Bernard, and Agatha Beins. 2012. 'How to Read and Summarize a Journal Article'. In Effective Writing in Psychology: Papers, Posters, and Presentations, 2nd ed. Malden, MA: Wiley-Blackwell.

Bennett, Roger. 2002. '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 54 (4): 457–76. https://doi.org/10.1080/13636820200200209.

Bhattacharya, CBSen, SankarKorschun, Daniel. 2008. 'Using Corporate Social Responsibility to Win the War for Talent'. MIT Sloan Management Review 49 (2): 37–44. http://search.proquest.com/docview/224960393/6C34BE856076482CPQ/1?accountid=166 76.

Boselie, Paul, Graham Dietz, and Corine Boon. 2005. 'Commonalities and Contradictions in

HRM and Performance Research'. Human Resource Management Journal 15 (3): 67–94. https://doi.org/10.1111/j.1748-8583.2005.tb00154.x.

Boxall, Peter. 2003. 'HR Strategy and Competitive Advantage in the Service Sector'. Human Resource Management Journal 13 (3): 5–20. https://doi.org/10.1111/j.1748-8583.2003.tb00095.x.

Boxall, Peter F., and John Purcell. 2011. Strategy and Human Resource Management. 3rd ed. Vol. Management, work, and organisations. Basingstoke: Palgrave Macmillan.

Boxall, Peter F., John Purcell, and Patrick M. Wright. 2007. The Oxford Handbook of Human Resource Management. Vol. Oxford handbooks. Oxford: Oxford University Press.

Boyd, C. 2002. 'Customer Violence and Employee Health and Safety'. Work, Employment & Society 16 (1): 151–69. https://doi.org/10.1177/09500170222119290.

Bratton, John, and Jeffrey Gold. 2012a. Human Resource Management: Theory and Practice . 5th ed. New York: Palgrave Macmillan.

———. 2012b. Human Resource Management: Theory and Practice. 5th ed. New York: Palgrave Macmillan.

———. 2012c. Human Resource Management: Theory and Practice. 5th ed. New York: Palgrave Macmillan.

———. 2012d. Human Resource Management: Theory and Practice. 5th ed. New York: Palgrave Macmillan.

———. 2012e. Human Resource Management: Theory and Practice. 5th ed. New York: Palgrave Macmillan.

———. 2012f. Human Resource Management: Theory and Practice. 5th ed. New York: Palgrave Macmillan.

Brett, Joan F., and Leanne E. Atwater. 2001. '360° Feedback: Accuracy, Reactions, and Perceptions of Usefulness.' Journal of Applied Psychology 86 (5): 930–42. https://doi.org/10.1037//0021-9010.86.5.930.

Brewster, Chris. 1996. 'Comparative Research in Human Resource Management: A Review and an Example.' International Journal of Human Resource Management 7 (3). http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5819464&site=ehost-li ve.

Brown, M, and V.S. Lim. 2010a. 'Understanding Performance Management and Appraisal: Supervisory and Employee Perspectives.' Electronic resource. The SAGE Handbook of Human Resource Management. http://www.myilibrary.com?id=381215.

Brown, M., and V.S. Lim. 2010b. 'Understanding Performance Management and Appraisal: Supervisory and Employee Perspectives'. Electronic resource. The SAGE Handbook of Human Resource Management. http://www.myilibrary.com?id=381215. Budhwar, Pawan S., and Yaw Debrah. 2001. 'Rethinking Comparative and Cross-National Human Resource Management Research'. The International Journal of Human Resource Management 12 (3): 497–515. https://doi.org/10.1080/713769629.

Budhwar, Pawan S., and Naresh Khatri. 2001. 'A Comparative Study of HR Practices in Britain and India'. The International Journal of Human Resource Management 12 (5): 800–826. https://doi.org/10.1080/713769673.

Campbell, Donald J., Kathleen M. Campbell, and Ho-Beng Chia. 1998. 'Merit Pay, Performance Appraisal, and Individual Motivation: An Analysis and Alternative'. Human Resource Management 37 (2): 131–46. https://doi.org/10.1002/(SICI)1099-050X(199822)37:2<131::AID-HRM4>3.0.CO;2-X.

Campbell, J. P., and N. R. Kuncel. 2001. 'Individual and Team Trainin'. Electronic resource. Handbook of Industrial, Work and Organizational Psychology: Volume 1: Personnel Psychology. http://site.ebrary.com/lib/unnc/Doc?id=10285203.

Cascio, Wayne F., and Herman Aguinis. 2011a. Applied Psychology in Human Resource Management. 7th ed. Upper Saddle River, NJ: Prentice Hall.

———. 2011b. Applied Psychology in Human Resource Management. 7th ed. Upper Saddle River, NJ: Prentice Hall.

Claydon, Tim. 1994. 'Can Trade Unions Improve Training in Britain?' Personnel Review 23 (1). http://search.proquest.com/docview/214812428?accountid=16676.

Cunneen, Patrick. 2006. 'How To...improve Performance Management.' People Management 12 (1).

http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=19482566&site=ehost-live.

Derven, Marjorie. 2008. 'LESSONS LEARNED'. T + D 62 (12): 68–73. http://search.proquest.com/docview/227034994/1ECE7B822D69475DPQ/1?accountid=166 76.

Dickens, Linda. 1999. 'Beyond the Business Case: A Three-Pronged Approach to Equality Action'. Human Resource Management Journal 9 (1): 9–19. https://doi.org/10.1111/j.1748-8583.1999.tb00185.x.

Dorman, P. n.d. '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.

Edwards, Christine, Olive Robinson, Rosemary Welchman, and Jean Woodall. 1999. 'Lost Opportunities? Organisational Restructuring and Women Managers'. Human Resource Management Journal 9 (1): 55–64. https://doi.org/10.1111/j.1748-8583.1999.tb00189.x.

Elisabeth M. Wilson and Paul A. Iles. 1999. 'Managing Diversity - an Employment and Service Delivery Challenge'. The International Journal of Public Sector Management 12 (1): 27–48. http://search.proquest.com/docview/234392327?accountid=16676. Emmott, Mike, and Dianah Worman. 2008. 'The Steady Rise of CSR and Diversity in the Workplace'. Strategic HR Review 7 (5): 28–33. https://doi.org/10.1108/14754390810893071.

Ertel, M., U. Stilijanow, S. lavicoli, E. Natali, A. Jain, and S. Leka. 2010. 'European Social Dialogue on Psychosocial Risks at Work: Benefits and Challenges'. European Journal of Industrial Relations 16 (2): 169–83. https://doi.org/10.1177/0959680110364830.

Ferner, Anthony, and Javier Quintanilla. 1998. '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 9 (4): 710–31. https://doi.org/10.1080/095851998340973.

Fletcher, C, and E.L. Perry. 2001. 'Performance Appraisal and Feedback: A Consideration of National Culture and a Review of Contemporary Research and Future Trends'. Electronic resource. Handbook of Industrial, Work and Organizational Psychology: Volume 1: Personnel Psychology. http://site.ebrary.com/lib/unnc/Doc?id=10285203.

Fletcher, Clive. 2008a. Appraisal, Feedback and Development: Making Performance Review Work. 4th ed. London: Routledge.

———. 2008b. Appraisal, Feedback and Development: Making Performance Review Work. 4th ed. London: Routledge.

'From Control to Commitment in the Workplace.' 1985. Harvard Business Review 63 (2). http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=8500008618&site=eho st-live.

Gielen, Anne C., Marcel J. M. Kerkhofs, and Jan C. van Ours. 2010. 'How Performance Related Pay Affects Productivity and Employment'. Journal of Population Economics 23 (1): 291–301. https://doi.org/10.1007/s00148-009-0252-9.

Godard, John. 2004a. 'A Critical Assessment of the High-Performance Paradigm'. British Journal of Industrial Relations 42 (2): 349–78. https://doi.org/10.1111/j.1467-8543.2004.00318.x.

-----. 2004b. 'A Critical Assessment of the High-Performance Paradigm'. British Journal of Industrial Relations 42 (2): 349–78. https://doi.org/10.1111/j.1467-8543.2004.00318.x.

Greenwood, Michelle R. 2002. 'Ethics and HRM: A Review and Conceptual Analysis'. Journal of Business Ethics 36 (3): 261–78. http://search.proquest.com/docview/198056977?accountid=16676.

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

Grugulis, Irena. 2003. 'The Contribution of National Vocational Qualifications to the Growth of Skills in the UK'. British Journal of Industrial Relations 41 (3): 457–75. https://doi.org/10.1111/1467-8543.00282.

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

Harris, Lynette. 2001. 'Rewarding Employee Performance: Line Managers' Values, Beliefs and Perspectives'. The International Journal of Human Resource Management 12 (7): 1182–92. https://doi.org/10.1080/09585190110068386.

Hart, Tim J. 1993. 'Human Resource Management - Time to Exorcize the Militant Tendency'. Employee Relations 15 (3). http://search.proquest.com/docview/235218851?accountid=16676.

Harvey, Michael. 2002. 'Human Resource Management in Africa: Alice's Adventures in Wonderland'. The International Journal of Human Resource Management 13 (7): 1119–45. https://doi.org/10.1080/09585190210131339.

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

Heery, Edmund. 1996. 'Risk, Representation and the New Pay'. Personnel Review 25 (6): 54–65. http://search.proquest.com/docview/214813868?accountid=16676.

Heinrich, Carolyn J. 2007. 'False or Fitting Recognition? The Use of High Performance Bonuses in Motivating Organizational Achievements'. Journal of Policy Analysis and Management 26 (2): 281–304. https://doi.org/10.1002/pam.20244.

Heyes, Jason, and Mark Stuart. 1996. 'Does Training Matter? Employee Experiences and Attitudes'. Human Resource Management Journal 6 (3): 7–21. https://doi.org/10.1111/j.1748-8583.1996.tb00409.x.

'Holland Code (RIASEC) Test'. n.d. http://personality-testing.info/tests/RIASEC.php.

Hollinshead, Graham, Peter Nicholls, and Stephanie Tailby. 2002. Employee Relations. 2nd ed. New York: Pearson Education.

Holtom, Brooks C., Terence R. Mitchell, Thomas W. Lee, and Marion B. Eberly. 2008. '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 2 (1): 231–74. https://doi.org/10.1080/19416520802211552.

Hoque, Kim. 2003. '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 40 (2): 543–71. https://doi.org/10.1111/1467-6486.00350.

Hoque, Kim, and Mike Noon. 2001. 'Counting Angels: A Comparison of Personnel and HR Specialists'. Human Resource Management Journal 11 (3): 5–22. https://doi.org/10.1111/j.1748-8583.2001.tb00042.x.

Hoque, Kim, Scott Taylor, and Emma Bell. 2005. 'Investors in People: Market-Led Voluntarism in Vocational Education and Training'. British Journal of Industrial Relations 43

(1): 135-53. https://doi.org/10.1111/j.1467-8543.2005.00348.x.

'How to Read a Scientific Paper'. n.d. http://www.biochem.arizona.edu/classes/bioc568/papers.htm.

'How to Summarize a Paper'. n.d. http://pages.stern.nyu.edu/~nlevina/Readings/Summary_Guide.htm.

Human, Linda. 1996. 'Managing Workforce Diversity: A Critique and Example from South Africa'. International Journal of Manpower 17 (4/5): 46–64. http://search.proquest.com/docview/231903817?accountid=16676.

'Human Resources and Sustained Competitive Advantage: A Resource-Based Perspective.' 1994. International Journal of Human Resource Management 5 (2). http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=5812660&site=ehost-li ve.

Jackson, Terence. 2002. 'The Management of People across Cultures: Valuing People Differently'. Human Resource Management 41 (4): 455–75. https://doi.org/10.1002/hrm.10054.

Jerry Hallier and Stewart Butts. 1999. 'Employers' Discovery of Training: Self-Development, Employability and the Rhetoric of Partnership'. Employee Relations 21 (1): 80–94. http://search.proquest.com/docview/235207571?accountid=16676.

Jewson, Nick, and David Mason. 1986. 'The Theory and Practice of Equal Opportunities Policies: Liberal and Radical Approaches'. The Sociological Review 34 (2): 307–34. https://doi.org/10.1111/j.1467-954X.1986.tb02704.x.

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

Keenoy, Tom. 1999. 'HRM as Hologram: A Polemic'. Journal of Management Studies 36 (1): 1–23. https://doi.org/10.1111/1467-6486.00123.

Kessler, I. 2007. 'Reward Choices: Strategy and Equity.' Human Resource Management: A Critical Text.

Kessler, Ian. n.d. 'Performance Related by Contrasting Approaches.' Industrial Relations Journal 25 (2).

http://search.ebscohost.com/login.aspx?direct=true&db=buh&AN=9504071497&site=eho st-live.

Kirton, Gill, and Anne Marie Greene. 2010. The Dynamics of Managing Diversity: A Critical Approach. Electronic resource. 3rd ed. Oxford: Butterworth-Heinemann. http://www.myilibrary.com?id=254080.

Kossek, E.E., and S. Pichler. 2007. 'EEO and the Management of Diversity'. The Oxford Handbook of Human Resource Management Oxford handbooks.

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

Legge, Karen. 2005. Human Resource Management: Rhetorics and Realities. Anniversary ed. Vol. Management, work and organisations. Basingstoke: Palgrave Macmillan.

Leka, Stavroula, Aditya Jain, Sergio lavicoli, Maarit Vartia, and Michael Ertel. 2011. 'The Role of Policy for the Management of Psychosocial Risks at the Workplace in the European Union'. Safety Science 49 (4): 558–64. https://doi.org/10.1016/j.ssci.2010.02.002.

Lewchuk, W., M. Clarke, and A. de Wolff. 2008. 'Working without Commitments: Precarious Employment and Health'. Work, Employment & Society 22 (3): 387–406. https://doi.org/10.1177/0950017008093477.

Lewis, Philip. 1998. 'Managing Performance-Related Pay Based on Evidence from the Financial Services Sector'. Human Resource Management Journal 8 (2): 66–77. https://doi.org/10.1111/j.1748-8583.1998.tb00167.x.

Liff, Sonia. 1999. 'Diversity and Equal Opportunities: Room for a Constructive Compromise?' Human Resource Management Journal 9 (1): 65–75. https://doi.org/10.1111/j.1748-8583.1999.tb00190.x.

Lin, L.H., and Y.L. Ho. 2012. '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.

Lloyd, Caroline. 2002. 'Training and Development Deficiencies in "high Skill" Sectors'. Human Resource Management Journal 12 (2): 64–81. https://doi.org/10.1111/j.1748-8583.2002.tb00064.x.

Lowe, Kevin B., John Milliman, Helen De Cieri, and Peter J. Dowling. 2002. 'International Compensation Practices: A Ten-Country Comparative Analysis'. Human Resource Management 41 (1): 45–66. https://doi.org/10.1002/hrm.10019.

'Magazine Business Turns a New Page with Training for Sales Team'. 2011. Human Resource Management International Digest 19 (6): 20–22. https://doi.org/10.1108/09670731111163473.

'Mainstreaming OSH into Business Management'. 2010. https://osha.europa.eu/en/publications/reports/mainstreaming_osh_business.

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

Marchington, Mick, and Irena Grugulis. 2000. "Best Practice" Human Resource Management: Perfect Opportunity or Dangerous Illusion?' The International Journal of Human Resource Management 11 (6): 1104–24. https://doi.org/10.1080/09585190050177184. Marchington, Mick, and Adrian Wilkinson. 2012a. Human Resource Management at Work. 5th ed. London: Chartered Institute of Personnel and Development.

———. 2012b. Human Resource Management at Work. 5th ed. London: Chartered Institute of Personnel and Development.

———. 2012c. Human Resource Management at Work. 5th ed. London: Chartered Institute of Personnel and Development.

———. 2012d. Human Resource Management at Work. 5th ed. London: Chartered Institute of Personnel and Development.

Marsden, David, and Ray Richardson. 1994. 'Performing for Pay? The Effects of "Merit Pay" on Motivation in a Public Service'. British Journal of Industrial Relations 32 (2): 243–61. https://doi.org/10.1111/j.1467-8543.1994.tb01043.x.

Marsella, Anthony J. 2009. 'Diversity in a Global Era: The Context and Consequences of Differences'. Counselling Psychology Quarterly 22 (1): 119–35. https://doi.org/10.1080/09515070902781535.

Mauffette-Leenders, Louise A, James A. Erskine, Michiel R. Leenders, and Richard Ivey School of Business. 2007. Learning with Cases. 4th ed. London, Ont: Richard Ivey School of Business, University of Western Ontario.

Maxwell, Gillian A. 2001. 'Edging towards Managing Diversity in Practice'. Employee Relations 23 (4/5): 468–82. http://search.proquest.com/docview/235179705?accountid=16676.

McCarthy, Alma, Colette Darcy, and Geraldine Grady. 2010. 'Work-Life Balance Policy and Practice: Understanding Line Manager Attitudes and Behaviors'. Human Resource Management Review 20 (2): 158–67. https://doi.org/10.1016/j.hrmr.2009.12.001.

McCartney, John, and Paul Teague. 2001. 'Private-Sector Training and the Organization of the Labour Market: Evidence from the Republic of Ireland In'. The International Journal of Human Resource Management 12 (5): 772–99. https://doi.org/10.1080/713769670.

McDaid, D. 2008. 'Mental Health in Workplace Settings Consensus Paper'. http://www.europeanbraincouncil.org/pdfs/Publications_/EU_High_Level_Conference_conse nsus_workplace_en.pdf.

McKay, Sonia. 2001. 'Between Flexibility and Regulation: Rights, Equality and Protection at Work'. British Journal of Industrial Relations 39 (2): 285–303. https://doi.org/10.1111/1467-8543.00200.

Newell, S. 2005. 'Recruitment and Selection'. Managing Human Resources: Personnel Management in Transition.

Noe, Raymond A. 2012a. Human Resource Management: Gaining a Competitive Advantage . 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012b. Human Resource Management: Gaining a Competitive Advantage. 8th

global edition (cover). New York: McGraw-Hill Irwin.

———. 2012c. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012d. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012e. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012f. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012g. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

———. 2012h. Human Resource Management: Gaining a Competitive Advantage. 8th global edition (cover). New York: McGraw-Hill Irwin.

Noon, M. 1992. 'HRM, a Map, a Model or a Theory?''. Reassessing Human Resource Management.

Paauwe, J., and J.P. Boselie. n.d. 'HRM and Performance: What's Next?' http://digitalcommons.ilr.cornell.edu /intlvf/13/.

Perry, James L., Trent A. Engbers, and So Yun Jun. 2009. 'Back to the Future? Performance-Related Pay, Empirical Research, and the Perils of Persistence'. Public Administration Review 69 (1): 39–51. https://doi.org/10.1111/j.1540-6210.2008.01939_2.x.

'Personality Test Based on Jung and Briggs Myers Typology'. n.d. http://www.humanmetrics.com/cgi-win/jtypes1.htm.

Poole, Michael, Russell Lansbury, and Nick Wailes. 2001. 'A Comparative Analysis of Developments in Industrial Democracy'. Industrial Relations 40 (3): 490–525. https://doi.org/10.1111/0019-8676.00221.

Posthuma, R. A., and M. A. Campion. 2008. '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 40 (1): 47–55. https://doi.org/10.1177/0886368707312139.

Procter, Stephen, Louise McArdle, John Hassard, and Michael Rowlinson. 1993. 'Performance Related Pay in Practice: A Critical Perspective1'. British Journal of Management 4 (3): 153–60. https://doi.org/10.1111/j.1467-8551.1993.tb00055.x.

'Protecting Workers' Health Series No. 9 - Guidance on the European Framework for Psychosocial Risk Management'. 2008. 2008. http://www.who.int/occupational_health/publications/Protecting_Workers_Health_Series_No _9/en/.

Purcell, John. 1999. 'Best Practice and Best Fit: Chimera or Cul-de-Sac?' Human Resource Management Journal 9 (3): 26–41. https://doi.org/10.1111/j.1748-8583.1999.tb00201.x.

Purcell, John. 1999. 'Best Practice and Best Fit: Chimera or Cul-de-Sac?' Human Resource Management Journal 9 (3): 26–41. http://search.proquest.com/docview/199344963.

Randall, R., and K. Nielsen. 2010. 'Interventions to Promote Well-Being at Work'. Electronic resource. Occupational Health Psychology. http://www.myilibrary.com?id=255027.

Raper, Paula, David Ashton, Alan Felstead, and John Storey. 1997. 'Towards the Learning Organisation? Explaining Current Trends in Training Practice in the UK'. International Journal of Training and Development 1 (1): 9–21. https://doi.org/10.1111/1468-2419.00002.

Ratnam, C.S. Venkata. 1996. 'Sources of Diversity and the Challenge before Human Resource Management in India'. International Journal of Manpower 17 (4/5): 76–108. http://search.proquest.com/docview/231903887?accountid=16676.

'Read and Summarizing a Research Paper'. n.d. http://science.marshall.edu/murraye/Reading%20Research%20Papers.pdf.

'Recruitment Goes Virtual'. 2013. Human Resource Management International Digest 21 (3): 19–21. https://doi.org/10.1108/09670731311318424.

Risher, H. 2008. 'Adding Merit to Pay for Performance'. Compensation & Benefits Review 40 (6): 22–29. https://doi.org/10.1177/0886368708326560.

Robertson, Ivan T., and Mike Smith. 2001. 'Personnel Selection'. Journal of Occupational and Organizational Psychology 74 (4): 441–72. https://doi.org/10.1348/096317901167479.

Rynes, Sara L., Barry Gerhart, and Kathleen A. Minette. 2004. 'The Importance of Pay in Employee Motivation: Discrepancies between What People Say and What They Do'. Human Resource Management 43 (4): 381–94. https://doi.org/10.1002/hrm.20031.

Sackett, Paul R., and Flipp Lievens. 2008. 'Personnel Selection'. Annual Reviews 59 (1): 419–50. http://www.annualreviews.org/doi/abs/10.1146/annurev.psych.59.103006.093716.

Saks, Alan M., and Monica Belcourt. 2006. 'An Investigation of Training Activities and Transfer of Training in Organizations'. Human Resource Management 45 (4): 629–48. https://doi.org/10.1002/hrm.20135.

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

http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=0000682 3-199809000-00006&LSLINK=80&D=ovft. Scholarios, D, and C Lockyer. 1996. 'HRM and Selection: Better Solutions or New Dilemmas'. The Handbook of Human Resource Management Human resource management in action series.

Schuler, Randall S. 2000. 'The Internationalization of Human Resource Management'. Journal of International Management 6 (3): 239–60. https://doi.org/10.1016/S1075-4253(00)00025-9.

Schuler, Randall S., and Susan E. Jackson. 1987. 'Linking Competitive Strategies with Human Resource Management Practices.' Academy of Management Executive 1 (3): 207–19. https://doi.org/10.5465/AME.1987.4275740.

———. 2005. 'A Quarter-Century Review of Human Resource Management in the U.S.:The Growth in Importance of the International Perspective'. Management Revue. 2005. http://smlr.rutgers.edu/search/node/A%20Quarter-Century%20Review%20of.

Schumann, Paul L. 2001. 'A Moral Principles Framework for Human Resource Management Ethics'. Human Resource Management Review 11 (1–2): 93–111. https://doi.org/10.1016/S1053-4822(00)00042-5.

Searle, Rosalind. 2003. Selection & Recruitment: A Critical Text. New York: Palgrave Macmillan.

Shen, Jie, Ashok Chanda, Brian D'Netto, and Manjit Monga. 2009. 'Managing Diversity through Human Resource Management: An International Perspective and Conceptual Framework'. The International Journal of Human Resource Management 20 (2): 235–51. https://doi.org/10.1080/09585190802670516.

Shore, Lynn M., Beth G. Chung-Herrera, Michelle A. Dean, Karen Holcombe Ehrhart, Don I. Jung, Amy E. Randel, and Gangaram Singh. 2009. 'Diversity in Organizations: Where Are We Now and Where Are We Going?' Human Resource Management Review 19 (2): 117–33. https://doi.org/10.1016/j.hrmr.2008.10.004.

Simpson, Ruth. 1998. '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 9 (s1): 37–50. https://doi.org/10.1111/1467-8551.9.s1.5.

Smith, Andrew, and Peter J. Dowling. 2001. 'Analyzing Firm Training: Five Propositions for Future Research'. Human Resource Development Quarterly 12 (2). https://doi.org/10.1002/hrdq.5.

Strauss, George. 2001a. 'HRM in the USA: Correcting Some British Impressions'. International Journal of Human Resource Management 12 (6): 873–97. https://doi.org/10.1080/09585190110063138.

———. 2001b. 'HRM in the USA: Correcting Some British Impressions'. The International Journal of Human Resource Management 12 (6): 873–97. https://doi.org/10.1080/09585190122941.

'Stress and Well-Being at Work'. 2011. APA Handbook of Industrial and Organizational Psychology Handbooks in psychology.

'Summarizing a Research Article'. n.d. http://www.psych.uw.edu/writingcenter/writingguides/pdf/summarizing.pdf.

'The Big Five Personality Test'. n.d. http://www.outofservice.com/bigfive/.

'The Changing Organisation of Work and the Safety and Health of Working People'. 2002. http://www.cdc.gov/niosh/docs/2002-116/pdfs/2002-116.pdf.

'The Role of Performance-Related Pay in Renegotiating the "Effort Bargain": The Case of the British Public Service'. 2004. Industrial & Labor Relations Review 57 (3): 350–70. https://doi.org/10.1177/001979390405700302.

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

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

Tian, Xiaowen, Michael Harvey, and John W. Slocum. 2014. 'The Retention of Chinese Managers: The Chinese Puzzle Box'. Organizational Dynamics 43 (1): 44–52. https://doi.org/10.1016/j.orgdyn.2013.10.006.

Torrington, Derek. 1993. 'How Dangerous Is Human Resouce Management?: A Reply to Tim Hart'. Employee Relations 15 (5). http://search.proquest.com/docview/235201334?accountid=16676.

'Training Helps Salesforce to Sparkle'. 2011. Human Resource Management International Digest 19 (1): 15–16. https://doi.org/10.1108/09670731111101543.

Tran, V., P. Garcia-Prieto, and S. C. Schneider. 2011. 'The Role of Social Identity, Appraisal, and Emotion in Determining Responses to Diversity Management'. Human Relations 64 (2): 161–76. https://doi.org/10.1177/0018726710377930.

Tregaskis, Olga. 1998. 'Training and Development in the UK Context: An Emerging Polarisation?' Journal of European Industrial Training 22 (4/5): 180–89. http://search.proquest.com/docview/215399345?accountid=16676.

Truss, Catherine. 1999. 'Human Resource Management: Gendered Terrain?' The International Journal of Human Resource Management 10 (2): 180–200. https://doi.org/10.1080/095851999340503.

Valle, Ramon, Fernando Martin, Pedro M. Romero, and Shimon L. Dolan. 2000. 'Business Strategy, Work Processes and Human Resource Training: Are They Congruent?' Journal of Organizational Behavior 21 (3): 283–97. https://doi.org/10.1002/(SICI)1099-1379(200005)21:3<283::AID-JOB16>3.0.CO;2-C.

Verbeek J. 2009. 'A Systematic Review of Occupational Safety and Health Business Cases'. Scandinavian Journal Of Work, Environment & Health [Scand J Work Environ Health] 2009 Dec; Vol 35.

http://search.ebscohost.com/login.aspx?direct=true&db=mdc&AN=19806275&site=ehost-

live.

Verburg, Robert M., Pieter J. D. Drenth, Paul L. Koopman, Jaap J. Van Muijen, and Zhong-Ming Wang. 1999. '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 10 (3): 391–410. https://doi.org/10.1080/095851999340396.

Warr, P. 2002. 'Learning and Training'. Psychology at Work.

'Wegmans Sold on Productivity Training'. 2008. Human Resource Management International Digest 16 (7): 30–32. https://doi.org/10.1108/09670730810911396.

Weiner, Bernard1,2Section Editor(s): HOFFMAN, MARTIN L. 1985. 'An Attributional Theory of Achievement Motivation and Emotion'. Psychological Review 92 (4): 548–73. http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=fulltext&AN=0000683 2-198510000-00008&LSLINK=80&D=ovft.

Weyland, Anita. 2011. 'How to Attract People Who Are in Sync with Your Culture'. Human Resource Management International Digest 19 (4): 29–31. https://doi.org/10.1108/09670731111140739.

Wiley, Carolyn. 2000. 'Ethical Standards for Human Resource Management Professionals: A Comparative Analysis of Five Major Codes'. Journal of Business Ethics 25 (2): 93–114. https://doi.org/10.1023/A:1006230214847.

Wilkinson, Adrian. 2010. The SAGE Handbook of Human Resource Management. Electronic resource. London: SAGE. http://www.myilibrary.com?id=381215.

Wood, Stephen. 1999. 'Human Resource Management and Performance'. International Journal of Management Reviews 1 (4): 367–413. https://doi.org/10.1111/1468-2370.00020.

Wood, Stephen, and Maria Teresa Albanese. 1995. 'CAN WE SPEAK OF A HIGH COMMITMENT MANAGEMENT ON THE SHOP FLOOR?*'. Journal of Management Studies 32 (2): 215–47. https://doi.org/10.1111/j.1467-6486.1995.tb00341.x.

Wright, P. M. 2002. 'Desegregating HRM: A Review and Synthesis of Micro and Macro Human Resource Management Research'. Journal of Management 28 (3): 247–76. https://doi.org/10.1177/014920630202800302.

Wright, Patrick M. n.d. '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-li ve.

Yang, Y., and A. M. Konrad. 2011. 'Understanding Diversity Management Practices: Implications of Institutional Theory and Resource-Based Theory'. Group & Organization Management 36 (1): 6–38. https://doi.org/10.1177/1059601110390997.