

# MN5707: Strategic Human Resource Management

View Online



1.

Bailey, C., Mankin, D., Kelliher, C. & Garavan, T. N. Strategic Human Resource Management. (Oxford University Press, 2018).

2.

Boxall, P. F. & Purcell, J. Strategy and Human Resource Management. (2022).

3.

Human Resource Management: A Contemporary Approach. (Pearson, 2017).

4.

Human Resource Management: A Contemporary Approach. (Pearson Education, 2017).

5.

Boselie, P. Strategic Human Resource Management: A Balanced Approach. (McGraw-Hill Higher Education, 2010).

6.

Bratton, J. & Gold, J. Human Resource Management: Theory and Practice. (Palgrave, 2017).

7.

Bratton, J. & Gold, J. Human Resource Management: Theory and Practice. (Palgrave Macmillan, 2017).

8.

Brewster, C. International Human Resource Management. (Chartered Institute of Personnel and Development, 2011).

9.

Human Resource Management: Strategic and International Perspectives. (SAGE, 2014).

10.

Leopold, J. & Harris, L. The Strategic Managing of Human Resources. (Prentice Hall/Financial Times, 2009).

11.

Leopold, J. W. The Strategic Managing of Human Resources. (Financial Times Prentice Hall, 2005).

12.

Strategic Human Resource Management: An International Perspective. (SAGE, 2017).

13.

Briscoe, D. R., Tarique, I. & Schuler, R. S. International Human Resource Management: Policies and Practices for Multinational Enterprises. (Routledge, 2016).

14.

Briscoe, D. R., Schuler, R. S. & Tarique, I. International Human Resource Management: Policies and Practices for Multinational Enterprises. (Routledge, 2012).

15.

Thomas, D. C. & Lazarova, M. B. Essentials of International Human Resource Management: Managing People Globally. (SAGE, 2014).

16.

Truss, C., Mankin, D. & Kelliher, C. Strategic Human Resource Management. (Oxford University Press, 2012).

17.

Asia Pacific Journal of Human Resources.

18.

Asia Pacific Journal of Management.

19.

British Journal of Industrial Relations.

20.

European Journal of Industrial Relations.

21.

Human Resource Management.

22.

Human Resource Management Journal.

23.

Industrial Relations Journal.

24.

International Journal of Comparative Labour Law and Industrial Relations.

25.

International Journal of Cross Cultural Management.

26.

The International Journal of Human Resource Management.

27.

International Studies of Management and Organization.

28.

Journal of International Business Studies.

29.

Journal of International Management.

30.

Journal of Management Studies.

31.

Journal of World Business.

32.

Strategic Management Journal.

33.

Bailey, C. Strategic Human Resource Management.

34.

Boxall, P. F. Strategy and Human Resource Management.

35.

Becker, B. & Gerhart, B. The Impact of Human Resource Management on Organizational Performance: Progress and Prospects. *Academy of Management Journal* **39**, 779–801 (1996).

36.

Boselie, P., Dietz, G. & Boon, C. Commonalities and Contradictions in HRM and Performance Research. *Human Resource Management Journal* **15**, 67–94 (2005).

37.

Clinton, M. & Guest, D. E. Testing Universalistic and Contingency HRM Assumptions Across Job Levels. *Personnel Review* **42**, 529–551 (2013).

38.

Guest, D. E. Human Resource Management and Performance: Still Searching for Some Answers. *Human Resource Management Journal* **21**, 3–13 (2011).

39.

Huselid, M. A. The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance. *Academy of Management Journal* **38**, 635–672 (1995).

40.

Marchington, M. & Grugulis, I. 'Best Practice' Human Resource Management: Perfect Opportunity or Dangerous Illusion? *The International Journal of Human Resource Management* **11**, 1104–1124 (2000).

41.

Pfeffer, J. Producing Sustainable Competitive Advantage Through the Effective Management of People. *Academy of Management Perspectives* **19**, 95–106 (2005).

42.

Pfeffer, J. *The Human Equation: Building Profits by Putting People First*. (Harvard Business School Press, 1998).

43.

Schuler, R. S. Strategic Human Resources Management: Linking the People With the Strategic Needs of the Business. *Organizational Dynamics* **21**, 18–32 (1992).

44.

Scullion, H. & Paauwe, J. Strategic HRM in Multinational Companies. in *International Human Resource Management: A Critical Text* 22–46 (Palgrave Macmillan, 2005).

45.

Briscoe, D. R., Tarique, I. & Schuler, R. S. Strategic International Human Resource Management. in *International Human Resource Management: Policies and Practices for Multinational Enterprises* 36–65 (Routledge, 2016).

46.

Briscoe, D. R., Schuler, R. S. & Tarique, I. International Human Resource Management: Policies and Practices for Multinational Enterprises. (Routledge, 2012).

47.

Truss, C., Mankin, D. & Kelliher, C. The Global Context of Strategic Human Resource Management. in Strategic Human Resource Management 3-22 (Oxford University Press, 2012).

48.

Bailey, C., Mankin, D., Kelliher, C. & Garavan, T. Strategic Human Resource Management.

49.

Boxall, P. F. & Purcell, J. Strategy and Human Resource Management.

50.

Barney, J. B. Resource-Based Theories of Competitive Advantage: A Ten-Year Retrospective on the Resource-Based View. Journal of Management **27**, 643-650 (2001).

51.

Barney, J. B. Firm Resources and Sustained Competitive Advantage. Journal of Management **17**, (1991).

52.

Jay B. Barney. Looking inside for Competitive Advantage. The Academy of Management Executive (1993-2005) **9**, (1995).

53.

Boxall, P. F. & Purcell, J. Strategy and Human Resource Management.

54.

Delery, J. E. & Doty, D. H. Modes of Theorizing in Strategic Human Resource Management: Tests of Universalistic, Contingency, and Configurations. Performance Predictions. Academy of Management Journal **39**, 802-835 (1996).

55.

Gooderham, P., Parry, E. & Ringdal, K. The Impact of Bundles of Strategic Human Resource Management Practices on the Performance of European Firms. International Journal of Human Resource Management **19**, 2041-2056 (2008).

56.

Guest, D. E. Human Resource Management and Performance: Still Searching for Some Answers. Human Resource Management Journal **21**, 3-13 (2011).

57.

Huselid, M. A. The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance. Academy of Management Journal **38**, 635-672 (1995).

58.

Paauwe, J. HRM and Performance: Achievements, Methodological Issues and Prospects. Journal of Management Studies **46**, 129-142 (2009).

59.

Tsai, C.-J. High Performance Work Systems and Organizational Performance: An Empirical Study of Taiwan's Semiconductor Design Firms. International Journal of Human Resource Management **17**, 1512-1530 (2006).

60.

Birger Wernerfelt. A Resource-Based View of the Firm. Strategic Management Journal **5**,



(1984).

61.

Wright, P. M., Gardner, T. M. & Moynihan, L. M. The Impact of HR Practices on the Performance of Business Units. *Human Resource Management Journal* **13**, 21–36 (2003).

62.

Briscoe, D. R., Tarique, I. & Schuler, R. S. *International Human Resource Management: Policies and Practices for Multinational Enterprises*. (Routledge, 2016).

63.

Woods, S., Zibarras, L. & Hinton, D. Recruitment and Selection. in *Human Resource Management: Strategic and International Perspectives* (eds. Crawshaw, J. R., Budhwar, P. & Davis, A.) 138–163 (SAGE, 2014).

64.

Tara S. Behrend, Becca A. Baker and Lori Foster Thompson. Effects of Pro-Environmental Recruiting Messages: The Role of Organizational Reputation. *Journal of Business and Psychology* **24**, (2009).

65.

Collings, D. G., Scullion, H. & Morley, M. J. Changing Patterns of Global Staffing in the Multinational Enterprise: Challenges to the Conventional Expatriate Assignment and Emerging Alternatives. *Journal of World Business* **42**, 198–213 (2007).

66.

Davison, Edwin D. Punnett, Betty Jane. International Assignments: Is There a Role for Gender and Race in Decisions? *International Journal of Human Resource Management* **6**, 411–441.

67.

Edström, A. & Galbraith, J. R. Transfer of Managers as a Coordination and Control Strategy in Multinational Organizations. *Administrative Science Quarterly* **22**, (1977).

68.

Mark S. Granovetter. The Strength of Weak Ties. *American Journal of Sociology* **78**, (1973).

69.

Harris, H. & Brewster, C. The Coffee-Machine System: How International Selection Really Works. *The International Journal of Human Resource Management* **10**, 488–500 (1999).

70.

Harvey, M., Speier, C. & Novecevic, M. M. A Theory-Based Framework for Strategic Global Human Resource Staffing Policies and Practices. *International Journal of Human Resource Management* **12**, 898–915 (2001).

71.

Harvey, M. G., Novicevic, M. M. & Speier, C. An Innovative Global Management Staffing System: A Competency-Based Perspective. *Human Resource Management* **39**, 381–394 (2000).

72.

Tarique, I., Schuler, R. & Gong, Y. A Model of Multinational Enterprise Subsidiary Staffing Composition. *The International Journal of Human Resource Management* **17**, 207–224 (2006).

73.

Kurtulus, F. A. Affirmative Action and the Occupational Advancement of Minorities and Women During 1973-2003. *Industrial Relations: A Journal of Economy and Society* **51**, 213–246 (2012).

74.

Madera, J. M. Using Social Networking Websites as a Selection Tool: The Role of Selection Process Fairness and Job Pursuit Intentions. *International Journal of Hospitality Management* **31**, 1276–1282 (2012).

75.

Piotrowski, C. & Armstrong, T. Current Recruitment and Selection Practices: A National Survey of Fortune 1000 Firms. *North American Journal of Psychology* **8**, 489–496 (2006).

76.

Rabey, G. The Changing World of Job Recruitment and Selection. *New Zealand Management* **49**, 38–41 (2002).

77.

Shen, J. & Edwards, V. Recruitment and Selection in Chinese MNEs. *The International Journal of Human Resource Management* **15**, 814–835 (2004).

78.

Shen, J. Factors Affecting International Staffing in Chinese Multinationals (MNEs). *The International Journal of Human Resource Management* **17**, 295–315 (2006).

79.

Sonnenfeld, J. A. & Peiperl, M. A. Staffing Policy as a Strategic Response: A Typology of Career Systems. *The Academy of Management Review* **13**, (1988).

80.

Tsai, C.-J. International Pay and Compensation. in *International Human Resource Management: Globalization, National Systems and Multinational Companies* (eds. Edwards, T. & Rees, C.) 230–251 (Pearson, 2017).

81.

Harzing, A.-W. & Pinnington, A. International Human Resource Management. (SAGE, 2011).

82.

Mahajan, A. Host Country National's Reactions to Expatriate Pay Policies: Making a Case for a Cultural Alignment Pay Model. *The International Journal of Human Resource Management* **22**, 121-137 (2011).

83.

Lowe, K. B., Milliman, J., De Cieri, H. & Dowling, P. J. International Compensation Practices: A Ten-Country Comparative Analysis. *Human Resource Management* **41**, 45-66 (2002).

84.

Milliman, J., Nason, S., Zhu, C. & De Cieri, H. An Exploratory Assessment of the Purposes of Performance Appraisals in North and Central America and the Pacific Rim. *Human Resource Management* **41**, 87-102 (2002).

85.

Toh, S. M. & Denisi, A. S. Host Country National Reactions to Expatriate Pay Policies: a Model and Implications. *Academy of Management Review* **28**, 606-621 (2003).

86.

Leung, K., Zhu, Y. & Ge, C. Compensation Disparity Between Locals and Expatriates: Moderating the Effects of Perceived Injustice in Foreign Multinationals in China. *Journal of World Business* **44**, 85-93 (2009).

87.

Jansen, E. P., Merchant, K. A. & Van der Stede, W. A. National Differences in Incentive Compensation Practices: The Differing Roles of Financial Performance Measurement in the United States and the Netherlands. *Accounting, Organizations and Society* **34**, 58-84 (2009).

88.

Suutari, V. & Tornikoski, C. The Challenge of Expatriate Compensation: The Sources of Satisfaction and Dissatisfaction Among Expatriates. *International Journal of Human Resource Management* **12**, 389–404 (2001).

89.

Schuler, R. S. & Rogovsky, N. Understanding Compensation Practice Variations across Firms: The Impact of National Culture. *Journal of International Business Studies* **29**, 159–177 (1998).

90.

Shen, J. International Performance Appraisals: Policies, Practices and Determinants in the Case of Chinese Multinational Companies. *International Journal of Manpower* **25**, 547–563 (2004).

91.

Atkinson, J. Manpower Strategies for Flexible Organisations. *Personnel Management* **16**, 28–31 (1984).

92.

Chung, H. & Tijdens, K. Working Time Flexibility Components and Working Time Regimes in Europe: Using Company-Level Data Across 21 Countries. *The International Journal of Human Resource Management* **24**, 1418–1434 (2013).

93.

De Menezes, L. M. & Kelliher, C. Flexible Working, Individual Performance, and Employee Attitudes: Comparing Formal and Informal Arrangements. *Human Resource Management* **56**, 1051–1070 (2017).

94.

Brewster, C., Houldsworth, E., Sparrow, P. & Vernon, G. Flexibility and Work-Life Balance. in *International Human Resource Management* 167–188 (Chartered Institute of Personnel and Development, 2016).

95.

Buddelmeyer, H., McVicar, D. & Wooden, M. Non-Standard "Contingent" Employment and Job Satisfaction: A Panel Data Analysis. *Industrial Relations: A Journal of Economy and Society* **54**, 256–275 (2015).

96.

Raess, D. & Burgoon, B. Flexible Work and Immigration in Europe. *British Journal of Industrial Relations* **53**, 94–111 (2015).

97.

Tregaskis, O. & Brewster, C. Converging or Diverging? A Comparative Analysis of Trends in Contingent Employment Practice in Europe over a Decade. *Journal of International Business Studies* **37**, 111–126 (2006).

98.

Green, F. Why Has Work Effort Become More Intense? *Industrial Relations* **43**, 709–741 (2004).

99.

Grimshaw, D., Ward, K. G., Rubery, J. & Beynon, H. Organisations and the Transformation of the Internal Labour Market. *Work, Employment and Society* **15**, 25–54 (2001).

100.

Tailby, S. Flexibility. in *Employee Relations* 489–530 (Pearson Education, 2003).

101.

Legge, K. HRM: Towards the Flexible Firm? in Human Resource Management: Rhetorics and Realities 175–208 (Palgrave Macmillan, 2005).

102.

Guest, D. Flexible Employment Contracts, the Psychological Contract and Employee Outcomes: An Analysis and Review of the Evidence. International Journal of Management Reviews **5–6**, 1–19 (2004).

103.

Bollé, P. Part-Time Work: Solution or Trap? International Labour Review **136**, 557–579 (1997).

104.

Anderson, D. & Kelliher, C. Flexible Working and Engagement: The Importance of Choice. Strategic HR Review **8**, 13–18 (2009).

105.

Bailey, C. Strategic Human Resource Management.

106.

Hall, D., Marcus, A., Bohnet, D. & Rees, G. Managing Change and the Role of HRM. in Contemporary Themes in Strategic People Management: A Case-Based Approach 148–263 (Palgrave Macmillan, 2013).

107.

Hall, D., Marcus, A., Bohnet, D. & Rees, G. Managing Change and the Role of HRM. in Contemporary Themes in Strategic People Management: A Case-Based Approach 248–263 (Palgrave Macmillan, an imprint of Macmillan Publishers, 2013).

108.

Bailey, C., Mankin, D. & Kelliher, C. Strategic Human Resource Management. (Oxford University Press, 2012).

109.

Organisational Change and HRM. in Human Resource Management: Strategic and International Perspectives (eds. Crawshaw, J. R., Budhwar, P. & Davis, A.) 48–68 (SAGE, 2014).

110.

Kotter, J. & Schlesinger, L. A. Choosing Strategies for Change. Harvard Business Review **86**, 130–139 (2008).

111.

Todnem, R. Organisational Change Management: A Critical Review. Journal of Change Management **5**, 369–380 (2005).

112.

Burnes, B. & Jackson, P. Success and Failure In Organizational Change: An Exploration of the Role of Values. Journal of Change Management **11**, 133–162 (2011).

113.

Armenakis, A. A. & Harris, S. G. Reflections: our Journey in Organizational Change Research and Practice. Journal of Change Management **9**, 127–142 (2009).

114.

Klarner, P., By, R. T. & Diefenbach, T. Employee Emotions During Organizational Change—towards a New Research Agenda. Scandinavian Journal of Management **27**, 332–340 (2011).

115.



By, R. T., Burnes, B. & Oswick, C. Change Management: Leadership, Values and Ethics. *Journal of Change Management* **12**, 1–5 (2012).

116.

Hannon, E. International and Comparative Employee Voice. in *International Human Resource Management: Globalization, National Systems and Multinational Companies* (eds. Edwards, T. & Rees, C.) 252–274 (Pearson, 2017).

117.

O'Hagan, E., Gunnigle, P. & Morley, M. J. Issues in the Management of Industrial Relations in International Firms. in *International Human Resource Management: A Critical Text vol. Management, Work and Organisations* 156–180 (Palgrave Macmillan, 2005).

118.

Thomas, D. C. & Lazarova, M. B. International Employee Representation and Corporate Social Responsibility. in *Essentials of International Human Resource Management: Managing People Globally* 207–232 (SAGE, 2014).

119.

Briscoe, D. R. International Employee Relations. in *International Human Resource Management: Policies and Practices for Multinational Enterprises* (Routledge, 2012).

120.

Blanchflower, D. G. International Patterns of Union Membership. *British Journal of Industrial Relations* **45**, 1–28 (2007).

121.

Brady, D. Institutional, Economic, or Solidaristic? Assessing Explanations for Unionization Across Affluent Democracies. *Work and Occupations* **34**, 67–101 (2007).

122.

Bryson, A. & Gomez, R. Why Have Workers Stopped Joining Unions? The Rise in Never-Membership in Britain. *British Journal of Industrial Relations* **43**, 67–92 (2005).

123.

Croucher, R. & Rizov, M. Union Influence in Post-Socialist Europe. *ILR Review* **65**, 630–650 (2012).

124.

Ferner, A. & Quintanilla, J. Between Globalization and Capitalist Variety: Multinationals and the International Diffusion of Employment Relations. *European Journal of Industrial Relations* **8**, 243–250 (2002).

125.

Goos, M., Manning, A. & Salomons, A. Job Polarization in Europe. *American Economic Review* **99**, 58–63 (2009).

126.

Markey, R. The Internationalisation of Representative Employee Participation and Its Impact in the Asia Pacific. *Asia Pacific Journal of Human Resources* **44**, 342–363 (2006).

127.

Schmitt, J. & Mitukiewicz, A. Politics Matter: Changes in Unionisation Rates in Rich Countries, 1960-2010. *Industrial Relations Journal* **43**, 260–280 (2012).

128.

Sano, J. & Williamson, J. B. Factors Affecting Union Decline in 18 OECD Countries and their Implications for Labor Movement Reform. *International Journal of Comparative Sociology* **49**, 479–500 (2008).

129.

Evans, P. Developing Talent for the Transnational Enterprise. in *The global challenge:*

frameworks for international human resource management 349–404 (McGraw-Hill/Irwin, 2002).

130.

Thomas, D. C. & Lazarova, M. B. Essentials of International Human Resource Management: managing people globally. (SAGE, 2014).

131.

Brown, P. The Evolving Role of Strategic Management Development. Journal of Management Development **24**, 209–222 (2005).

132.

Briscoe, D. R., Tarique, I. & Schuler, R. S. International Human Resource Management: Policies and Practices for Multinational Enterprises. (Routledge, 2016).

133.

Human Resource Management: Strategic and International Perspectives. (SAGE, 2014).

134.

Garavan, T. N. A Strategic Perspective on Human Resource Development. Advances in Developing Human Resources **9**, 11–30 (2007).

135.

Horwitz, F. M. The Emergence of Strategic Training and Development: The Current State of Play. Journal of European Industrial Training **23**, 180–190 (1999).

136.

Morris, M. A. & Robie, C. A Meta-Analysis of the Effects of Cross-Cultural Training on Expatriate Performance and Adjustment. International Journal of Training and Development **5**, 112–125 (2001).

137.

Pandey, A. Strategically Focused Training in Six Sigma Way: A Case Study. *Journal of European Industrial Training* **31**, 145–162 (2007).