



Strategic Human Resource Management: Contemporary Issues

By Mark Saunders, Mike Millmore, Philip Lewis, Adrian Thornhill, Trevor Morrow

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This key textbook will become core reading for students studying a module on Human Resource Strategy at upper level Undergraduate, MBA and Masters level. The author team have proved successful with students and academics alike with their market leading Research Methods for Business Students and, more recently, Employee Relations. As people and their capabilities are core to an organisations, competitive advantage, the planning and implementing of strategies including the human resource becomes a focus of all managers in a business. This new text successfully integrates HR strategy with the overall business strategy, examining both how the HR function contributes to, and is affected by that strategy. A true teaching and learning resource, the book combines cutting edge coverage of issues such as performance management and measurement, strategic reward systems, the learning organisation and managing knowledge for strategic advantage, with a wealth of examples, self-assessment exercises and encouragement to critique.

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Editorial Review

From the Back Cover

Strategic Human Resource Management – contemporary issues

by Mike Millmore, Phil Lewis, Mark Saunders, Adrian Thornhill and Trevor Morrow

As people, knowledge and talent become increasingly core to an organisation's competitive advantage, strategic approaches to the management of human resources become ever more important.

In this exciting and definitive new guide to managing human resources strategically, the authors have:

- Balanced the academic theory and rhetoric of SHRM with the practicalities of organisational life.
- Provided a holistic overview of the strategic HRM territory, explaining how key HR topics can be thought about strategically.
- Critically examined strategic practice in ten key HR disciplines and the complexities surrounding their strategic implementation.
- Offered comprehensive exploration of the concept of strategic integration and how this can be applied in practice to specific areas of HR activity.
- Promoted student understanding through the provision of numerous examples and case studies, key concept boxes, self-assessment questions, suggestions for follow-up study and a comprehensive glossary.

"An excellent text! The authors should be congratulated on their thorough coverage of the material and the interesting perspectives of the themes." - John Gould-Williams, Cardiff Business School

"This book offers a truly wide choice of case studies from different sectors and countries." - Chris Marshall, Principal Lecturer HRM University of Sunderland.

Mike Millmore is a Visiting Fellow at Gloucestershire Business School, University of Gloucestershire, and a freelance HRM lecturer and author.

Dr Philip Lewis is a freelance HRM lecturer and author.

Professor Mark Saunders is Assistant Dean: Director of Research and Doctoral Programmes at Oxford Brookes University Business School.

Dr Adrian Thornhill is Head of Department of Human Resource Management at the Gloucestershire

Business School, University of Gloucestershire.

Dr Trevor Morrow is a lecturer in Business Studies at the University of Ulster's School of International Business.

About the Author

Adrian Thornhill, Phil Lewis and Mike Millmore all work in the HR department at University of Gloucestershire. Mark Saunders is Professor of Research Methods in the Business School at Oxford Brookes University.

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Amanda Kline:

Exactly why? Because this Strategic Human Resource Management: Contemporary Issues is an extraordinary book that is like a guide waiting for you to pick it up, but later it will shock you with the secret ideas inside. Reading this book is like having a fantastic author who has written the book in such an awesome way that makes the content interior easier to understand, in an entertaining way but still conveys the meaning completely. So, it is good for you because of not hesitating to have this ever again or you going to regret it. This book will give you a lot of positive aspects that other books get, such as help improving your proficiency and your critical thinking technique. So, still want to hold up having that book? If I have been you I will go to the

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Tara Winston:

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