

Human Resource Management

A Critical Approach

Second Edition

Edited by David G. Collings,
Geoffrey T. Wood and
Leslie T. Szamosi

Contents

<i>List of figures</i>	xii
<i>List of tables</i>	xiii
<i>About the editors</i>	xiv
<i>About the contributors</i>	xvi
1 Human resource management: a critical approach	1
DAVID G. COLLINGS, GEOFFREY T. WOOD AND LESLIE T. SZAMOSI	
PART I	25
2 HRM in changing organizational contexts	27
PHIL JOHNSON AND LESLIE T. SZAMOSI	
3 Strategic HRM: a critical review	49
JAAP PAAUWE AND CORINE BOON	
4 HRM and organizational performance	74
STEPHEN WOOD	
5 HRM: an ethical perspective	98
MICK FRYER	
6 HRM practices to diversity management: individualization, precariousness and precarity	117
DARREN T. BAKER AND ELISABETH K. KELAN	
7 Organizational outsourcing and implications for HRM	135
FANG LEE COOKE	

8	Reconfiguration and regulation of supply chains and HRM in times of economic crisis	156
	PHIL JOHNSON, GEOFFREY T. WOOD, PAULINE DIBBEN, JOHN CULLEN, JULIANA MEIRA, DEBBY BONNIN, LUIZ MIRANDA, GARETH CROCKETT AND CAROLINE LINHARES	
9	Knowledge and organizational learning and its management through HR practices: a critical perspective	171
	CLAIRE GUBBINS	
10	HRM in small and medium-sized enterprises (SMEs)	194
	TONY DUNDON AND ADRIAN WILKINSON	
PART II		213
11	Recruitment and selection	215
	ROSALIND H. SEARLE AND RAMI AL-SHARIF	
12	HR planning: institutions, strategy, tools and techniques	238
	ZSUZSA KISPAL-VITAI AND GEOFFREY T. WOOD	
13	Performance management	262
	ANTHONY MCDONNELL, PATRICK GUNNIGLE AND KEVIN R. MURPHY	
14	Reward management	280
	SUZANNE RICHBELL AND GEOFFREY T. WOOD	
15	Human resource development	295
	IRENA GRUGULIS	
16	Industrial relations and human resource management	311
	GILTON KLERCK	
PART III		335
17	Human resource management in emerging markets	337
	FRANK M. HORWITZ AND KAMEL MELLAHI	
18	Comparative HRM: the debates and the evidence	358
	CHRIS BREWSTER AND WOLFGANG MAYRHOFER	

19 International human resource management	378
DAVID G. COLLINGS, HUGH SCULLION AND DEIRDRE CURRAN	
20 HRM in crisis	396
JILL RUBERY AND MATHEW JOHNSON	
<i>Index</i>	412