



An Introduction to Human Resource Management

Nick Wilton

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Reflecting the global nature of the workplace with its use of real world examples and case studies, Nick Wilton's book is not another '*How to*' of HRM in practice, but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers.

It seeks to outline the purpose and operation of HRM activities in the 'real world', whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study. It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well-being in the workplace, but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists, but an area of interest or concern for all organizational actors.

New to the 3rd edition

With updated references throughout and now with an **interactive e-book*** with links to further reading, case studies, videos and weblinks, this edition also includes:

- Free access to scholarly **SAGE journal articles**
- '**Human Resource in Practice**' insights illustrating how HRM theory works in real world practice
- '**End of chapter case studies**' looking at HRM across a variety of companies and industries including Tesco, Marie Stopes International, Lego, Samsung and Deloitte
- '**Ethical Insights**' illuminating ethical considerations for budding practitioners
- '**International Insights**' highlighting HRM practice around the world 'real research insights' analysing academic research on HRM practice today
- '**Management Skills and Attributes**' outlining the required competencies of line managers and HR practitioners
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A companion website with a range of tools and resources for both lecturers and students, including powerpoint slides, a test bank of multiple choice questions and extended case studies and exercises is also available.

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