

# Preface

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This book is unique as it covers all HR areas involving HR strategies. It covers concepts and innovative practices for easy reference. Students, faculty members and HR professionals will find this book very informative and educative on emerging strategic approaches in the HR field. This book is an all-encompassing, comprehensive compendium of definitions of human resource (HR) management strategies and explanations about aligning such strategies with corporate goals. It provides a clear overview of the subject, but then, the topic is vast.

The First Edition of this highly successful course reader provides a comprehensive, contemporary, and critical review of the key issues in strategic human resource management. The book draws upon the work of some of the most influential and insightful writers on the subject of the strategic management of people in organizations. Through a series of carefully edited articles, students can explore current thinking on topics as diverse as performance management system, compensation management, organization restructuring, ethics and culture.

This volume moves beyond strategic human resource management from the perspective of the policy setter. The book informs but also questions and while recognizing the legitimacy and importance of management perspectives, also captures the experience of workers on the receiving end of strategic initiatives. Students will be encouraged to consider core issues and think on issues such as:

- How should employees respond to the missionary zeal of their employers?
- How can we explain the increasing influence of gang - masters?
- What are the effects of management training on the identities of managers?
- Has strategic HRM been transformed from a model of commitment to one of exploitation?

Strategic Human Resource Management: Theory and Practice has been designed to meet the needs of course teaching at advanced undergraduate and postgraduate levels. It is an invaluable text that will help define the complex agenda of human resource management, strategy, and organizations for students.

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