Strategic Human Resource Management

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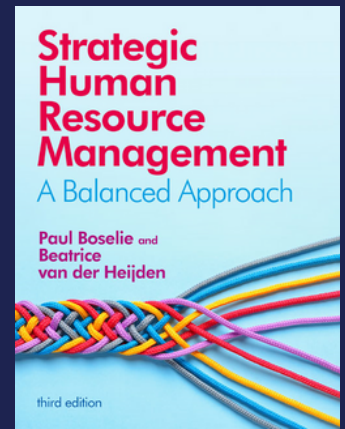
The highly anticipated third edition of *Strategic Human Resource Management* offers a fresh perspective on SHRM. Bringing together a wealth of expertise in HRM, Work and Organizational Psychology and Organizational Behaviour, the authors provide a balanced approach to structuring and solving real-life HR issues in organizations.

The new edition aligns Human Resource practices with both the internal and external organizational context and takes a critical perspective on economics, sustainability, psychology, sociology, and industrial relations. Its unique multi-level approach includes the individual employee, teams, business units, organizations, sectors, and countries to build a more balanced people management value chain.

Updates from the previous edition include a new chapter on career development, new activity boxes to encourage practical application of theory, and new case studies throughout, including Google, easyJet and Ikea. There have been major revisions to highlight sustainable career development, employability, digitalization, and diversity.

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Features

- Cases and Discussion Questions provide real-world scenarios and issues to illustrate contemporary HR issues in practice

- Stop and Reflect Boxes throughout each chapter are designed to encourage students to critically evaluate topics and issues raised and how they can be applied to real-life situations

- Personal Development Boxes help students think about how to link theoretical concepts with the development of personal skills appropriate to effective HRM

- Experiential Exercises present 'Individual' and 'Team' tasks that can be used as in-class exercises encouraging students to learn from direct experiences.