

Human Resources Management

[View Online](#)

[1]

ACAS 2015. Conciliation Explained.

[2]

ACAS Discipline and grievances at work: The Acas guide.

[3]

ACAS 2014. Employee communications and consultation.

[4]

ACAS Managing conflict at work.

[5]

Arnold, J. et al. 2010. Work psychology: understanding human behaviour in the workplace. Financial Times Prentice Hall.

[6]

Bartlett, J.E. and Bartlett, M.E. 2011. Workplace Bullying: An Integrative Literature Review. Advances in Developing Human Resources. (Jun. 2011).
DOI:<https://doi.org/10.1177/1523422311410651>.

[7]

Beardwell, J. and Thompson, A. eds. 2014. Human resource management: a contemporary approach. Pearson.

[8]

Blyton, P. et al. 2011. Reassessing the employment relationship. Palgrave Macmillan.

[9]

Boselie, P. et al. 2005. Commonalities and contradictions in HRM and performance research. Human Resource Management Journal. 15, 3 (Jul. 2005), 67–94.
DOI:<https://doi.org/10.1111/j.1748-8583.2005.tb00154.x>.

[10]

Boxall, P.F. et al. 2011. Strategy and human resource management. Palgrave Macmillan.

[11]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford University Press.

[12]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford University Press.

[13]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford University Press.

[14]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford

University Press.

[15]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[16]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[17]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[18]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[19]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[20]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[21]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[22]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave

Macmillan.

[23]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[24]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[25]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[26]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[27]

Bratton, J. and Gold, J. 2017. Human resource management: theory and practice. Palgrave Macmillan.

[28]

Burnes, B. and MyLibrary 2009. Managing change: a strategic approach to organisational dynamics. Prentice Hall/Financial Times.

[29]

Chmiel, N. 2000. Introduction to work and organizational psychology: a European perspective. Blackwell.

[30]

CIPD and ACAS 2013. Mediation: an approach to resolving workplace issues.

[31]

Conway, N. et al. 2005. Understanding psychological contracts at work: a critical evaluation of theory and research. Oxford University.

[32]

Conway, N. et al. 2005. Understanding psychological contracts at work: a critical evaluation of theory and research. Oxford University.

[33]

Cooper, C.L. 2013. From stress to wellbeing: Stress management and enhancing wellbeing, Volume 2. Palgrave Macmillan.

[34]

Cooper, C.L. 2013. From stress to wellbeing: Stress management and enhancing wellbeing, Volume 2. Palgrave Macmillan.

[35]

David E. Bowen and Cheri Ostroff 2004. Understanding HRM-Firm Performance Linkages: The Role of the 'Strength' of the HRM System. The Academy of Management Review. 29, 2 (2004), 203-221.

[36]

Dawson Books 2011. Bullying and harassment in the workplace: developments in theory, research, and practice. CRC Press.

[37]

Fleetwood, S. and Hesketh, A. 2006. HRM-performance research: under-theorized and

lacking explanatory power. *The International Journal of Human Resource Management*. 17, 12 (Dec. 2006), 1977–1993. DOI:<https://doi.org/10.1080/09585190601041026>.

[38]

Francis, H. and Keegan, A. 2006. The changing face of HRM: in search of balance. *Human Resource Management Journal*. 16, 3 (Jul. 2006), 231–249. DOI:<https://doi.org/10.1111/j.1748-8583.2006.00016.x>.

[39]

Guest, D.E. 2011. Human resource management and performance: still searching for some answers. *Human Resource Management Journal*. 21, 1 (Jan. 2011), 3–13. DOI:<https://doi.org/10.1111/j.1748-8583.2010.00164.x>.

[40]

Guest, D.E. 1990. Human Resource Management and the American Dream. *Journal of Management Studies*. 27, 4 (Jul. 1990), 377–397. DOI:<https://doi.org/10.1111/j.1467-6486.1990.tb00253.x>.

[41]

Guest, D.E. 2004. The Psychology of the Employment Relationship: An Analysis Based on the Psychological Contract. *Applied Psychology*. 53, 4 (Oct. 2004), 541–555. DOI:<https://doi.org/10.1111/j.1464-0597.2004.00187.x>.

[42]

Guest, D.E. and Conway, N. 2002. Communicating the psychological contract: an employer perspective. *Human Resource Management Journal*. 12, 2 (Apr. 2002), 22–38. DOI:<https://doi.org/10.1111/j.1748-8583.2002.tb00062.x>.

[43]

Hailey, V.H. et al. 2005. The HR department's role in organisational performance. *Human Resource Management Journal*. 15, 3 (Jul. 2005), 49–66. DOI:<https://doi.org/10.1111/j.1748-8583.2005.tb00153.x>.

[44]

Herriot, P. et al. 1997. The Content of the Psychological Contract. *British Journal of Management*. 8, 2 (Jun. 1997), 151–162. DOI:<https://doi.org/10.1111/1467-8551.0047>.

[45]

Herriot, P. and Pemberton, C. 1997. Facilitating new deals. *Human Resource Management Journal*. 7, 1 (Jan. 1997), 45–56. DOI:<https://doi.org/10.1111/j.1748-8583.1997.tb00273.x>.

[46]

Hoel, H. and Cooper, C. 2000. Destructive Conflict and Bullying at Work.

[47]

John Gennard and Graham Judge *Employee Relations*. Chartered Institute of Personnel & Development.

[48]

Johnstone, S. and Ackers, P. eds. 2015. *Finding a voice at work?: new perspectives on employment relations*. Oxford University Press.

[49]

Johnstone, S. and Ackers, P. eds. 2015. *Finding a voice at work?: new perspectives on employment relations*. Oxford University Press.

[50]

Kirton, G. and Greene, A.M. 2010. *The dynamics of managing diversity: a critical approach*. Elsevier.

[51]

Kochan, T.A. and Lipsky, D.B. 2003. *Negotiations and change: from the workplace to*

society. ILR Press, an imprint of Cornell University Press.

[52]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[53]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[54]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[55]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[56]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[57]

Leopold, J.W. et al. 2005. The strategic managing of human resources. Financial Times Prentice Hall.

[58]

Leopold, J.W. et al. 2005. The strategic managing of human resources. Financial Times Prentice Hall.

[59]

Mackay, A. 2007. Recruiting, retaining and releasing people: managing redeployment, return, retirement and redundancy. Butterworth-Heinemann.

[60]

Matthiesen, S.B. and Einarsen, S. 2007. Perpetrators and Targets of Bullying at Work: Role Stress and Individual Di... Violence & Victims. (2007).

[61]

Moore, S. et al. 2013. Statutory regulation and employment relations: the impact of statutory trade union recognition. Palgrave Macmillan.

[62]

Morrison, E.W. and Robinson, S.L. 1997. When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops. The Academy of Management Review. 22, 1 (1997), 226–256.

[63]

Nielsen, M.B. and Einarsen, S. 2012. Outcomes of exposure to workplace bullying: A meta-analytic review. Work & Stress. 26, 4 (Oct. 2012), 309–332.
DOI:<https://doi.org/10.1080/02678373.2012.734709>.

[64]

Olson, M. 2014. The Business Partner Balancing Act: An analysis of alternative employee advocacy practices in the modern HR function | Cornell HR Review. Cornell HR Review. (Oct. 2014).

[65]

Paauwe, J. 2009. HRM and Performance: Achievements, Methodological Issues and Prospects. Journal of Management Studies. 46, 1 (Jan. 2009), 129–142.
DOI:<https://doi.org/10.1111/j.1467-6486.2008.00809.x>.

[66]

Robinson, S.L. et al. 1994. Changing Obligations and the Psychological Contract: A Longitudinal Study. *The Academy of Management Journal*. 37, 1 (1994), 137-152.

[67]

Robinson, S.L. et al. 1994. Changing Obligations and the Psychological Contract: A Longitudinal Study. *The Academy of Management Journal*. 37, 1 (1994), 137-152.

[68]

Robinson, S.L. and Rousseau, D.M. 1994. Violating the psychological contract: Not the exception but the norm. *Journal of Organizational Behavior*. 15, 3 (May 1994), 245-259. DOI:<https://doi.org/10.1002/job.4030150306>.

[69]

Rollinson, D. 2008. *Organisational behaviour and analysis: an integrated approach*. FT Prentice Hall.

[70]

Rousseau, D.M. 1990. New Hire Perceptions of Their Own and Their Employer's Obligations: A Study of Psychological Contracts. *Journal of Organizational Behavior*. 11, 5 (1990), 389-400.

[71]

Rousseau, D.M. 1995. *Psychological contracts in organizations: understanding written and unwritten agreements*. Sage Publications.

[72]

Salin, D. 2003. Ways of Explaining Workplace Bullying: A Review of Enabling, Motivating and Precipitating Structures and Processes in the Work Environment. *Human Relations*. 56, 10 (Oct. 2003), 1213-1232. DOI:<https://doi.org/10.1177/00187267035610003>.

[73]

STEINBERG, R.J. 1992. Gendered Instructions: Cultural Lag and Gender Bias in the Hay System of Job Evaluation. *Work and Occupations*. 19, 4 (Nov. 1992), 387–423.
DOI:<https://doi.org/10.1177/0730888492019004004>.

[74]

Stiles, P. et al. 1997. Performance management and the psychological contract. *Human Resource Management Journal*. 7, 1 (Jan. 1997), 57–66.
DOI:<https://doi.org/10.1111/j.1748-8583.1997.tb00274.x>.

[75]

Storey, J. 2007. *Human resource management: a critical text*. Thomson Learning.

[76]

Storey, J. 2007. *Human resource management: a critical text*. Thomson Learning.

[77]

Storey, J. 2007. *Human resource management: a critical text*. Thomson Learning.

[78]

Storey, J. and Open University. Business school 2001. *Human resource management: a critical text*. International Thomson Business Press.

[79]

Thompson, P. 2003. Disconnected Capitalism: Or Why Employers Can't Keep Their Side of the Bargain. *Work, Employment & Society*. 17, 2 (Jun. 2003), 359–378.
DOI:<https://doi.org/10.1177/0950017003017002007>.

[80]

Thompson, P. 2011. The trouble with HRM. *Human Resource Management Journal*. 21, 4

(Nov. 2011), 355–367. DOI:<https://doi.org/10.1111/j.1748-8583.2011.00180.x>.

[81]

Thompson, P. et al. 2002. Work organisations: a critical introduction. Palgrave.

[82]

Thompson, P. and McHugh, D. 2002. Work organisations: a critical introduction. Palgrave.

[83]

Torrington, D. et al. 2005. Human resource management. FT Prentice Hall.

[84]

Torrington, D. 2011. Human resource management. Financial Times/Prentice Hall.

[85]

Torrington, D. 2011. Human resource management. Financial Times/Prentice Hall.

[86]

Torrington, D. 2011. Human resource management. Financial Times/Prentice Hall.

[87]

Torrington, D. 2011. Human resource management. Financial Times/Prentice Hall.

[88]

Torrington, D. 2011. Human resource management. Financial Times/Prentice Hall.

[89]

Truss, C. et al. 1997. Soft and Hard Models of Human Resource Management: A Reappraisal. *Journal of Management Studies*. 34, 1 (Jan. 1997), 53–73.
DOI:<https://doi.org/10.1111/1467-6486.00042>.

[90]

Wanrooy, B. van 2013. *Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study*. Palgrave Macmillan.

[91]

Wanrooy, B. van 2013. *Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study*. Palgrave Macmillan.

[92]

Wanrooy, B. van 2013. *Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study*. Palgrave Macmillan.

[93]

Wanrooy, B. van 2013. *Employment relations in the shadow of recession: findings from the 2011 Workplace Employment Relations Study*. Palgrave Macmillan.

[94]

Wilkinson, A. et al. 2013. *Contemporary human resource management: text and cases*. Pearson.

[95]

Wilkinson, A. 2021. *Contemporary Human Resource Management: Text and Cases*. Sage Publishing.

[96]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[97]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[98]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[99]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[100]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[101]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[102]

Wilkinson, A. et al. 2013. Contemporary human resource management: text and cases. Pearson.

[103]

Wilkinson, A. and Redman, T. 2013. Contemporary human resource management: text and cases. Pearson.

[104]

Wilson, F. 2002. Dilemmas of Appraisal. *European Management Journal*. 20, 6 (Dec. 2002), 620–629. DOI:[https://doi.org/10.1016/S0263-2373\(02\)00113-5](https://doi.org/10.1016/S0263-2373(02)00113-5).

[105]

Zapf, D. 1999. Organisational, work group related and personal causes of mobbing/bullying at work. *International Journal of Manpower*. 20, 1/2 (Feb. 1999), 70–85. DOI:<https://doi.org/10.1108/01437729910268669>.

[106]

The 2001 Workplace Employment Relations Study: First Findings - fourth edition July 2014 - bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf.