

# Human Resources Management

[View Online](#)

ACAS. (n.d.-a). Discipline and grievances at work: The Acas guide.  
<http://www.acas.org.uk/index.aspx?articleid=2179>

ACAS. (n.d.-b). Managing conflict at work.  
<http://www.acas.org.uk/index.aspx?articleid=1218>

ACAS. (2014). Employee communications and consultation.  
<http://www.acas.org.uk/index.aspx?articleid=663>

ACAS. (2015). Conciliation Explained.  
<http://www.acas.org.uk/media/pdf/o/g/Conciliation-Explained-Acas.pdf>

Arnold, J., Randall, R., & Silvester, J. (2010). Work psychology: understanding human behaviour in the workplace (5th ed). Financial Times Prentice Hall.

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

Beardwell, J., & Thompson, A. (Eds.). (2014). Human resource management: a contemporary approach (Seventh edition). Pearson.

Blyton, P., Heery, E., & Turnbull, P. (2011). Reassessing the employment relationship: Vol. Management, work and organisations. Palgrave Macmillan.

Boselie, P., Dietz, G., & Boon, C. (2005). Commonalities and contradictions in HRM and performance research. *Human Resource Management Journal*, 15(3), 67–94.  
<https://doi.org/10.1111/j.1748-8583.2005.tb00154.x>

Boxall, P. F., & Purcell, J. (2016a). Strategy and human resource management (Fourth edition). Palgrave. <https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

Boxall, P. F., & Purcell, J. (2016b). Strategy and human resource management (Fourth edition). Palgrave. <https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

Boxall, P. F., & Purcell, J. (2016c). Strategy and human resource management (Fourth edition). Palgrave. <https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

Boxall, P. F., & Purcell, J. (2016d). *Strategy and human resource management* (Fourth edition). Palgrave. <https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

Boxall, P. F., Purcell, J., & Wright, P. (2008a). *The Oxford handbook of human resource management* [Electronic resource]. Oxford University Press.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199547029.001.0001>

Boxall, P. F., Purcell, J., & Wright, P. (2008b). *The Oxford handbook of human resource management* [Electronic resource]. Oxford University Press.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199547029.001.0001>

Boxall, P. F., Purcell, J., & Wright, P. (2008c). *The Oxford handbook of human resource management* [Electronic resource]. Oxford University Press.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199547029.001.0001>

Boxall, P. F., Purcell, J., & Wright, P. (2008d). *The Oxford handbook of human resource management* [Electronic resource]. Oxford University Press.  
<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.1093/oxfordhb/9780199547029.01.0001>

Boxall, P. F., Purcell, J., & Wright, P. (2011). *Strategy and human resource management*: Vol. Management, work and organisations (3rd ed). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017a). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017b). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017c). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017d). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017e). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017f). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017g). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017h). *Human resource management: theory and practice* (Sixth edition). Palgrave Macmillan.

Bratton, J., & Gold, J. (2017i). *Human resource management: theory and practice* (Sixth

edition). Palgrave Macmillan.

Burnes, B. & MyiLibrary. (2009). Managing change: a strategic approach to organisational dynamics (5th ed) [Electronic resource]. Prentice Hall/Financial Times.  
<http://lib.myilibrary.com?id=298379&entityid=https://idp.gla.ac.uk/shibboleth>

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

CIPD, & ACAS. (2013). Mediation: an approach to resolving workplace issues.  
<http://www.cipd.co.uk/publicpolicy/policy-reports/mediation-resolving-issues.aspx>

Conway, N., Briner, R. B., & Oxford University Press. (2005a). Understanding psychological contracts at work: a critical evaluation of theory and research [Electronic resource]. Oxford University.  
<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.1093/acprof:oso/9780199280643.001.0001>

Conway, N., Briner, R. B., & Oxford University Press. (2005b). Understanding psychological contracts at work: a critical evaluation of theory and research [Electronic resource]. Oxford University.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://dx.doi.org/10.1093/acprof:oso/9780199280643.001.0001>

Cooper, C. L. (2013a). From stress to wellbeing: Stress management and enhancing wellbeing, Volume 2 [Electronic resource]. Palgrave Macmillan.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://link.springer.com/book/10.1057/9781137309341>

Cooper, C. L. (2013b). From stress to wellbeing: Stress management and enhancing wellbeing, Volume 2 [Electronic resource]. Palgrave Macmillan.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://link.springer.com/book/10.1057/9781137309341>

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), 203–221. <https://ezproxy.lib.gla.ac.uk/login?url=https://www.jstor.org/stable/20159029>

Dawson Books. (2011). Bullying and harassment in the workplace: developments in theory, research, and practice (S. Einarsen, H. Hoel, D. Zapf, & C. L. Cooper, Eds.; Second edition). CRC Press.  
<https://www.vlebooks.com/vleweb/product/openreader?id=GlasgowUni&isbn=9781439804902>

Fleetwood, S., & Hesketh, A. (2006). HRM-performance research: under-theorized and lacking explanatory power. *The International Journal of Human Resource Management*, 17 (12), 1977–1993. <https://doi.org/10.1080/09585190601041026>

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

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

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

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

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

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

Herriot, P., Manning, W. E. G., & Kidd, J. M. (1997). The Content of the Psychological Contract. *British Journal of Management*, 8(2), 151–162.  
<https://doi.org/10.1111/1467-8551.0047>

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

Hoel, H., & Cooper, C. (2000). Destructive Conflict and Bullying at Work.  
<http://www.bollettinoadapt.it/old/files/document/19764Destructiveconfl.pdf>

John Gennard & Graham Judge. (n.d.). Employee Relations [Paperback]. Chartered Institute of Personnel & Development.

Johnstone, S., & Ackers, P. (Eds.). (2015a). Finding a voice at work? new perspectives on employment relations (First edition). Oxford University Press.  
<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.1093/acprof:oso/9780199668007.001.0001>

Johnstone, S., & Ackers, P. (Eds.). (2015b). Finding a voice at work?: new perspectives on employment relations (First edition). Oxford University Press.  
<http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.1093/acprof:oso/9780199668007.001.0001>

Kirton, G., & Greene, A. M. (2010). The dynamics of managing diversity: a critical approach (3rd ed) [Electronic resource]. Elsevier.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://www.sciencedirect.com/science/book/9781856178129>

Kochan, T. A., & Lipsky, D. B. (2003). Negotiations and change: from the workplace to society. ILR Press, an imprint of Cornell University Press.

Legge, K. (2005a). Human resource management: rhetorics and realities: Vol.

Management, work and organisations (Anniversary ed). Palgrave Macmillan.

Legge, K. (2005b). Human resource management: rhetorics and realities: Vol. Management, work and organisations (Anniversary ed). Palgrave Macmillan.

Legge, K. (2005c). Human resource management: rhetorics and realities: Vol. Management, work and organisations (Anniversary ed). Palgrave Macmillan.

Legge, K. (2005d). Human resource management: rhetorics and realities: Vol. Management, work and organisations (Anniversary ed). Palgrave Macmillan.

Legge, K. (2005e). Human resource management: rhetorics and realities: Vol. Management, work and organisations (Anniversary ed). Palgrave Macmillan.

Leopold, J. W., Harris, L., & Watson, T. J. (2005a). The strategic managing of human resources. Financial Times Prentice Hall.

Leopold, J. W., Harris, L., & Watson, T. J. (2005b). The strategic managing of human resources. Financial Times Prentice Hall.

Mackay, A. (2007). Recruiting, retaining and releasing people: managing redeployment, return, retirement and redundancy [Electronic resource]. Butterworth-Heinemann.  
<https://ezproxy.lib.gla.ac.uk/login?url=https://www.sciencedirect.com/science/book/9780750683067>

Matthiesen, S. B., & Einarsen, S. (2007). Perpetrators and Targets of Bullying at Work: Role Stress and Individual Di... Violence & Victims.  
<http://ezproxy.lib.gla.ac.uk/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=sih&AN=27679098&site=ehost-live>

Moore, S., McKay, S., & Veale, S. (2013). Statutory regulation and employment relations: the impact of statutory trade union recognition. Palgrave Macmillan.  
<http://GLA.eblib.com/patron/FullRecord.aspx?p=1431363>

Morrison, E. W., & Robinson, S. L. (1997). When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops. *The Academy of Management Review*, 22(1), 226-256. <https://ezproxy.lib.gla.ac.uk/login?url=https://www.jstor.org/stable/259230>

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

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.  
[https://ecommons.cornell.edu/bitstream/handle/1813/72942/10\\_31\\_14\\_The\\_business\\_partner\\_balancing\\_act.pdf?sequence=1](https://ecommons.cornell.edu/bitstream/handle/1813/72942/10_31_14_The_business_partner_balancing_act.pdf?sequence=1)

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

Robinson, S. L., Kraatz, M. S., & Rousseau, D. M. (1994a). Changing Obligations and the

Psychological Contract: A Longitudinal Study. *The Academy of Management Journal*, 37(1), 137–152. <http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/256773>

Robinson, S. L., Kraatz, M. S., & Rousseau, D. M. (1994b). Changing Obligations and the Psychological Contract: A Longitudinal Study. *The Academy of Management Journal*, 37(1), 137–152. <http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/256773>

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

Rollinson, D. (2008). *Organisational behaviour and analysis: an integrated approach* (4th ed). FT Prentice Hall.

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), 389–400. <http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/2488162>

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

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), 1213–1232. <https://doi.org/10.1177/00187267035610003>

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

Stiles, P., Gratton, L., Truss, C., Hope-Hailey, V., & McGovern, P. (1997). Performance management and the psychological contract. *Human Resource Management Journal*, 7(1), 57–66. <https://doi.org/10.1111/j.1748-8583.1997.tb00274.x>

Storey, J. (2007a). *Human resource management: a critical text* (3rd ed). Thomson Learning.

Storey, J. (2007b). *Human resource management: a critical text* (3rd ed). Thomson Learning.

Storey, J. (2007c). *Human resource management: a critical text* (3rd ed). Thomson Learning.

Storey, J. & Open University. Business school. (2001). *Human resource management: a critical text* (2nd ed). International Thomson Business Press.

The 2001 Workplace Employment Relations Study: First Findings - fourth edition July 2014 - bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf. (n.d.). [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/336651/bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/336651/bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf)

Thompson, P. (2003). Disconnected Capitalism: Or Why Employers Can't Keep Their Side of the Bargain. *Work, Employment & Society*, 17(2), 359–378.

<https://doi.org/10.1177/0950017003017002007>

Thompson, P. (2011). The trouble with HRM. *Human Resource Management Journal*, 21(4), 355–367. <https://doi.org/10.1111/j.1748-8583.2011.00180.x>

Thompson, P., & McHugh, D. (2002). Work organisations: a critical introduction (3rd ed) [Electronic resource]. Palgrave.  
<https://www.vlebooks.com/vleweb/product/openreader?id=GlasgowUni&isbn=9781403907653>

Thompson, P., McHugh, D., & Dawson Books. (2002). Work organisations: a critical introduction (3rd ed) [Electronic resource]. Palgrave.  
<http://www.dawsonera.com/guard/protected/dawson.jsp?name=University%20of%20Glasgow&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9781403907653>

Torrington, D. (2011a). Human resource management (8th ed). Financial Times/Prentice Hall.

Torrington, D. (2011b). Human resource management (8th ed). Financial Times/Prentice Hall.

Torrington, D. (2011c). Human resource management (8th ed). Financial Times/Prentice Hall.

Torrington, D. (2011d). Human resource management (8th ed). Financial Times/Prentice Hall.

Torrington, D. (2011e). Human resource management (8th ed). Financial Times/Prentice Hall.

Torrington, D., Hall, L., & Taylor, S. (2005). Human resource management (6th ed). FT Prentice Hall.

Truss, C., Gratton, L., Hope-Hailey, V., McGovern, P., & Stiles, P. (1997). Soft and Hard Models of Human Resource Management: A Reappraisal. *Journal of Management Studies*, 34(1), 53–73. <https://doi.org/10.1111/1467-6486.00042>

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

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

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

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

Wilkinson, A. (2021). Contemporary Human Resource Management: Text and Cases (6th Edition). Sage Publishing. <https://app.talis.com/textbooks/9781529760255>

Wilkinson, A., & Redman, T. (2013). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013a). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013b). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013c). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013d). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013e). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013f). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013g). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

Wilkinson, A., Redman, T., & Dawson Books. (2013h). Contemporary human resource management: text and cases (4th ed) [Electronic resource]. Pearson.

<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.gla.ac.uk/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780273757863>

/S9780273757863

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

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