

Human Resource Management

[View Online](#)



[1]

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

[2]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available:
https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[3]

P. F. Boxall and J. Purcell, Strategy and human resource management, Fourth edition. London, [England]: Palgrave, 2016 [Online]. Available:
<https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

[4]

J. Beardwell and A. Thompson, Eds., Human resource management: a contemporary approach, Eighth edition. Harlow, England: Pearson, 2017.

[5]

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

[6]

K. Legge, Human resource management: rhetorics and realities, Anniversary ed., vol. Management, work and organisations. Hounds Mills: Palgrave Macmillan, 2005.

[7]

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

[8]

D. Torrington, L. Hall, and S. Taylor, Human resource management, 6th ed. Harlow: FT Prentice Hall, 2005.

[9]

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

[10]

'The 2001 Workplace Employment Relations Study: First Findings - fourth edition July 2014 - bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf'. [Online]. Available: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/336651/bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf

[11]

London School of Economics and Political Science, 'British journal of industrial relations' [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2196831>

[12]

MCB University Press, Emerald (Firm), and Thomson Gale (Firm), 'Employee relations' [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2198785>

[13]

Arbetslivsinstitutet (Sweden) and Uppsala universitet. Ekonomisk-historiska institutionen, 'Economic and industrial democracy' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2198585>

[14]

Thomson Gale (Firm), 'Human relations' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2199866>

[15]

University of Michigan. Bureau of Industrial Relations, University of Michigan. Graduate School of Business Administration, Michigan Ross School of Business, and Society for Human Resource Management (U.S.), 'Human resource management' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2199868>

[16]

Industrial Relations Services, 'Human resource management journal' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2199869>

[17]

'Human Resource Management Review - Journal - Elsevier' [Online]. Available:
<https://www.journals.elsevier.com/human-resource-management-review>

[18]

'Industrial relations journal' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2200186>

[19]

'International journal of human resource management' [Online]. Available:
<https://eleanor.lib.gla.ac.uk/record=b2200486>

[20]

MCB University Press, Emerald (Firm), and Thomson Gale (Firm), 'Personnel review' [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2203851>

[21]

EBSCO Publishing (Firm), 'New technology, work and employment' [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2203349>

[22]

'Work, employment & society' [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2206255>

[23]

Institute of Personnel and Development and Chartered Institute of Personnel and Development, 'People management', 1995 [Online]. Available: <https://eleanor.lib.gla.ac.uk/record=b2203821>

[24]

'Personnel Today | Find HR news & your next human resources job on Personnel Today' [Online]. Available: <http://www.personneltoday.com/>

[25]

'Advisory, Conciliation and Arbitration Service (Acas) - GOV.UK'. [Online]. Available: <https://www.gov.uk/acas>

[26]

'Cornell HR Review'. [Online]. Available: <http://www.cornellhrreview.org/>

[27]

'CIPD: Chartered Institute of Personnel and Development'. [Online]. Available:

<https://www.cipd.co.uk/>

[28]

'HSE: Information about health and safety at work'. [Online]. Available:
<http://www.hse.gov.uk/>

[29]

J. Bratton and J. Gold, Human resource management: theory and practice, Sixth edition. Basingstoke: Palgrave Macmillan, 2017 [Online]. Available:
<https://contentstore.cla.co.uk//secure/link?id=1a3ec1a3-e840-e911-80cd-005056af4099>

[30]

P. F. Boxall and J. Purcell, Strategy and human resource management, Fourth edition. London, [England]: Palgrave, 2016 [Online]. Available:
<https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

[31]

K. Legge, Human resource management: rhetorics and realities, Anniversary ed., vol. Management, work and organisations. Hounds Mills: Palgrave Macmillan, 2005.

[32]

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

[33]

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

[34]

C. Truss, L. Gratton, V. Hope-Hailey, P. McGovern, and P. Stiles, 'Soft and Hard Models of Human Resource Management: A Reappraisal', *Journal of Management Studies*, vol. 34, no. 1, pp. 53-73, Jan. 1997, doi: 10.1111/1467-6486.00042.

[35]

A. Wilkinson, *Contemporary Human Resource Management*, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available:
https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[36]

P. F. Boxall and J. Purcell, *Strategy and human resource management*, Fourth edition., vol. Management, Work and Organisations. Basingstoke, Hampshire: Palgrave Macmillan, 2016 [Online]. Available:
<https://contentstore.cla.co.uk//secure/link?id=2b9c6c8c-e840-e911-80cd-005056af4099>

[37]

J. Bratton and J. Gold, *Human resource management: theory and practice*, Sixth edition. Basingstoke: Palgrave Macmillan, 2017.

[38]

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

[39]

K. Legge, *Human resource management: rhetorics and realities*, Anniversary ed., vol. Management, work and organisations. Hounds Mills: Palgrave Macmillan, 2005.

[40]

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

[41]

P. Blyton, E. Heery, and P. Turnbull, Reassessing the employment relationship, vol. Management, work and organisations. Basingstoke: Palgrave Macmillan, 2011 [Online]. Available:
<https://contentstore.cla.co.uk//secure/link?id=2a9c6c8c-e840-e911-80cd-005056af4099>

[42]

J. Paauwe, 'HRM and Performance: Achievements, Methodological Issues and Prospects', Journal of Management Studies, vol. 46, no. 1, pp. 129–142, Jan. 2009, doi: 10.1111/j.1467-6486.2008.00809.x.

[43]

D. E. Guest, 'Human resource management and performance: still searching for some answers', Human Resource Management Journal, vol. 21, no. 1, pp. 3–13, Jan. 2011, doi: 10.1111/j.1748-8583.2010.00164.x.

[44]

P. Boselie, G. Dietz, and C. Boon, 'Commonalities and contradictions in HRM and performance research', Human Resource Management Journal, vol. 15, no. 3, pp. 67–94, Jul. 2005, doi: 10.1111/j.1748-8583.2005.tb00154.x.

[45]

David E. Bowen and Cheri Ostroff, 'Understanding HRM-Firm Performance Linkages: The Role of the "Strength" of the HRM System', The Academy of Management Review, vol. 29, no. 2, pp. 203–221, 2004 [Online]. Available:
<https://ezproxy.lib.gla.ac.uk/login?url=https://www.jstor.org/stable/20159029>

[46]

P. F. Boxall and J. Purcell, Strategy and human resource management, Fourth edition. London, [England]: Palgrave, 2016 [Online]. Available:

<https://ebookcentral.proquest.com/lib/gla/detail.action?docID=4763425>

[47]

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

[48]

S. Fleetwood and A. Hesketh, 'HRM-performance research: under-theorized and lacking explanatory power', *The International Journal of Human Resource Management*, vol. 17, no. 12, pp. 1977–1993, Dec. 2006, doi: 10.1080/09585190601041026.

[49]

A. Wilkinson, *Contemporary Human Resource Management*, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[50]

K. Legge, *Human resource management: rhetorics and realities*, Anniversary ed., vol. Management, work and organisations. Hounds Mills: Palgrave Macmillan, 2005.

[51]

T. Dundon and A. Rafferty, 'The (potential) demise of HRM?', *Human Resource Management Journal*, vol. 28, no. 3, pp. 377–391, Jul. 2018, doi: 10.1111/1748-8583.12195.

[52]

M. Marchington, 'Human resource management (HRM): Too busy looking up to see where it is going longer term?', *Human Resource Management Review*, vol. 25, no. 2, pp. 176–187, Jun. 2015, doi: 10.1016/j.hrmr.2015.01.007.

[53]

P. Thompson, 'The trouble with HRM', *Human Resource Management Journal*, vol. 21, no. 4, pp. 355–367, Nov. 2011, doi: 10.1111/j.1748-8583.2011.00180.x.

[54]

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

[55]

'HR professionalism: what do we stand for? | Reports | CIPD'. [Online]. Available: <https://www.cipd.co.uk/knowledge/strategy/hr/hr-professionalism-report>

[56]

H. Francis and A. Keegan, 'The changing face of HRM: in search of balance', *Human Resource Management Journal*, vol. 16, no. 3, pp. 231–249, Jul. 2006, doi: 10.1111/j.1748-8583.2006.00016.x.

[57]

D. E. Guest, 'Human Resource Management and the American Dream', *Journal of Management Studies*, vol. 27, no. 4, pp. 377–397, Jul. 1990, doi: 10.1111/j.1467-6486.1990.tb00253.x.

[58]

V. H. Hailey, E. Farndale, and C. Truss, 'The HR department's role in organisational performance', *Human Resource Management Journal*, vol. 15, no. 3, pp. 49–66, Jul. 2005, doi: 10.1111/j.1748-8583.2005.tb00153.x.

[59]

A. Keegan and H. Francis, 'Practitioner talk: the changing textscape of HRM and emergence of HR business partnership', *The International Journal of Human Resource Management*, vol. 21, no. 6, pp. 873–898, May 2010, doi: 10.1080/09585191003729341.

[60]

K. Legge, Human resource management: rhetorics and realities, Anniversary ed., vol. Management, work and organisations. Hounds Mills: Palgrave Macmillan, 2005.

[61]

M. Olson, '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 [Online]. Available:
https://ecommons.cornell.edu/bitstream/handle/1813/72942/10_31_14_The_business_partner_balancing_act.pdf?sequence=1

[62]

P. Thompson, 'Disconnected Capitalism: Or Why Employers Can't Keep Their Side of the Bargain', Work, Employment & Society, vol. 17, no. 2, pp. 359–378, Jun. 2003, doi: 10.1177/0950017003017002007.

[63]

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

[64]

D. M. Rousseau, 'New Hire Perceptions of Their Own and Their Employer's Obligations: A Study of Psychological Contracts', Journal of Organizational Behavior, vol. 11, no. 5, pp. 389–400, 1990 [Online]. Available:
<http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/2488162>

[65]

D. E. Guest, 'The Psychology of the Employment Relationship: An Analysis Based on the Psychological Contract', Applied Psychology, vol. 53, no. 4, pp. 541–555, Oct. 2004, doi:

10.1111/j.1464-0597.2004.00187.x.

[66]

P. Herriot, W. E. G. Manning, and J. M. Kidd, 'The Content of the Psychological Contract', *British Journal of Management*, vol. 8, no. 2, pp. 151–162, Jun. 1997, doi: 10.1111/1467-8551.0047.

[67]

A. Chaudhry, J. A.-M. Coyle-Shapiro, and S. J. Wayne, 'A Longitudinal Study of the Impact of Organizational Change on Transactional, Relational, and Balanced Psychological Contracts', *Journal of Leadership & Organizational Studies*, vol. 18, no. 2, pp. 247–259, May 2011, doi: 10.1177/1548051810385942.

[68]

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

[69]

D. E. Guest and N. Conway, 'Communicating the psychological contract: an employer perspective', *Human Resource Management Journal*, vol. 12, no. 2, pp. 22–38, Apr. 2002, doi: 10.1111/j.1748-8583.2002.tb00062.x.

[70]

E. W. Morrison and S. L. Robinson, 'When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops', *The Academy of Management Review*, vol. 22, no. 1, pp. 226–256, 1997 [Online]. Available: <https://ezproxy.lib.gla.ac.uk/login?url=https://www.jstor.org/stable/259230>

[71]

S. L. Robinson and D. M. Rousseau, 'Violating the psychological contract: Not the exception but the norm', *Journal of Organizational Behavior*, vol. 15, no. 3, pp. 245–259, May 1994,

doi: 10.1002/job.4030150306.

[72]

S. L. Robinson, M. S. Kraatz, and D. M. Rousseau, 'Changing Obligations and the Psychological Contract: A Longitudinal Study', *The Academy of Management Journal*, vol. 37, no. 1, pp. 137–152, 1994 [Online]. Available: <http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/256773>

[73]

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

[74]

ACAS, 'Discipline and grievances at work: The Acas guide'. [Online]. Available: <http://www.acas.org.uk/index.aspx?articleid=2179>

[75]

S Simpson, 'Employment tribunal fees unlawful, rules Supreme Court | Personnel Today'. [Online]. Available: <http://www.personneltoday.com/hr/employment-tribunal-fees-unlawful-rules-supreme-court/>

[76]

S. Taylor and A. Emir, *Employment law: an introduction*, Fourth edition. Oxford, United Kingdom: Oxford University Press, 2015 [Online]. Available: <https://contentstore.cla.co.uk//secure/link?id=af952aae-e840-e911-80cd-005056af4099>

[77]

'Information on Dismissal | CIPD'. [Online]. Available: <https://www.cipd.co.uk/knowledge/fundamentals/emp-law/dismissal>

[78]

ACAS, 'Redundancy | Advice and guidance', 2024. [Online]. Available: <http://www.acas.org.uk/index.aspx?articleid=1611>

[79]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[80]

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

[81]

P. Herriot and C. Pemberton, 'Facilitating new deals', Human Resource Management Journal, vol. 7, no. 1, pp. 45–56, Jan. 1997, doi: 10.1111/j.1748-8583.1997.tb00273.x.

[82]

S. L. Robinson, M. S. Kraatz, and D. M. Rousseau, 'Changing Obligations and the Psychological Contract: A Longitudinal Study', The Academy of Management Journal, vol. 37, no. 1, pp. 137–152, 1994 [Online]. Available: <http://ezproxy.lib.gla.ac.uk/login?url=http://www.jstor.org/stable/256773>

[83]

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

[84]

P. Stiles, L. Gratton, C. Truss, V. Hope-Hailey, and P. McGovern, 'Performance management and the psychological contract', Human Resource Management Journal, vol. 7, no. 1, pp. 57–66, Jan. 1997, doi: 10.1111/j.1748-8583.1997.tb00274.x.

[85]

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

[86]

S. Woodward and C. Hendry, 'Leading and coping with change', *Journal of Change Management*, vol. 4, no. 2, pp. 155-183, 2004 [Online]. Available: <http://www.tandfonline.com/doi/pdf/10.1080/1469701042000221687>

[87]

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

[88]

A. Wilkinson, *Contemporary Human Resource Management*, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[89]

T. Redman, A. Wilkinson, and T. Dundon, Eds., *Contemporary human resource management: text and cases*, Fifth edition. Harlow, United Kingdom: Pearson Education, 2017 [Online]. Available: <https://contentstore.cla.co.uk//secure/link?id=1b3ec1a3-e840-e911-80cd-005056af4099>

[90]

A. Wilkinson, S. Johnstone, and Edward Elgar Publishing, *Encyclopedia of human resource management*. Cheltenham: Edward Elgar Pub. Ltd, 2016 [Online]. Available: <http://ezproxy.lib.gla.ac.uk/login?url=https://www.elgaronline.com/view/nlm-book/9781783475452.xml>

[91]

'Equality and discrimination: Understand the basics'. [Online]. Available: http://www.acas.org.uk/media/pdf/1/0/Equality_discrim_understand_basics_Nov.pdf

[92]

A. Broughton, B. Foley, S. Ledermaier, and A. Cox, 'The use of social media in the recruitment process', ACAS, London, 2013 [Online]. Available: <http://www.acas.org.uk/media/pdf/0/b/The-use-of-social-media-in-the-recruitment-process.pdf>

[93]

S. A. Hurrell, D. Scholarios, and J. Richards, "'The kids are alert": Generation Y responses to employer use and monitoring of social networking sites', *New Technology, Work and Employment*, vol. 32, no. 1, pp. 64–83, Mar. 2017, doi: 10.1111/ntwe.12085.

[94]

S. A. Hurrell and D. Scholarios, "'The People Make the Brand'", *Journal of Service Research*, vol. 17, no. 1, pp. 54–67, Feb. 2014, doi: 10.1177/1094670513484508.

[95]

J. Bratton and J. Gold, *Human resource management: theory and practice*, Sixth edition. London: Palgrave, 2017.

[96]

A. Wilkinson, *Contemporary Human Resource Management*, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[97]

J. Bratton and J. Gold, *Human resource management: theory and practice*, Sixth edition.

Basingstoke: Palgrave Macmillan, 2017.

[98]

J. Storey and Open University. Business school, Human resource management: a critical text, 2nd ed. London: International Thomson Business Press, 2001.

[99]

R. J. STEINBERG, 'Gendered Instructions: Cultural Lag and Gender Bias in the Hay System of Job Evaluation', *Work and Occupations*, vol. 19, no. 4, pp. 387–423, Nov. 1992, doi: 10.1177/0730888492019004004.

[100]

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

[101]

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

[102]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available:
https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[103]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available:
https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[104]

F. Wilson, 'Dilemmas of Appraisal', European Management Journal, vol. 20, no. 6, pp. 620-629, Dec. 2002, doi: 10.1016/S0263-2373(02)00113-5.

[105]

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

[106]

J. Arnold, R. Randall, and J. Silvester, Work psychology: understanding human behaviour in the workplace, 5th ed. Harlow: Financial Times Prentice Hall, 2010 [Online]. Available: <https://contentstore.cla.co.uk//secure/link?id=be52c597-e840-e911-80cd-005056af4099>

[107]

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

[108]

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

[109]

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

[110]

D. Salin, 'Ways of Explaining Workplace Bullying: A Review of Enabling, Motivating and Precipitating Structures and Processes in the Work Environment', *Human Relations*, vol. 56, no. 10, pp. 1213–1232, Oct. 2003, doi: 10.1177/00187267035610003.

[111]

Dawson Books, *Bullying and harassment in the workplace: developments in theory, research, and practice*, Second edition. Boca Raton, Florida: CRC Press, 2011 [Online]. Available: <https://www.vlebooks.com/vleweb/product/openreader?id=GlasgowUni&isbn=9781439804902>

[112]

S. Branch, S. Ramsay, and M. Barker, 'Workplace Bullying, Mobbing and General Harassment: A Review', *International Journal of Management Reviews*, vol. 15, no. 3, pp. 280–299, Jul. 2013, doi: 10.1111/j.1468-2370.2012.00339.x.

[113]

H. Hoel and C. Cooper, 'Destructive Conflict and Bullying at Work'. 2000 [Online]. Available: <http://www.bollettinoadapt.it/old/files/document/19764Destructiveconfl.pdf>

[114]

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

[115]

A. Wilkinson, *Contemporary Human Resource Management*, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[116]

D. Zapf, 'Organisational, work group related and personal causes of mobbing/bullying at

work', International Journal of Manpower, vol. 20, no. 1/2, pp. 70–85, Feb. 1999, doi: 10.1108/01437729910268669.

[117]

D. Eikhof Ruth, A. Haunschild, and C. Warhurst, 'Out of Balance or Just Out of Bounds? Mapping the Relationship Between Work and Life', in Work Less Live More? Critical Analysis of the Work Life Boundary , Basingstoke: Palgrave Macmillan [Online]. Available: <https://contentstore.cla.co.uk//secure/link?id=fe2292b5-e840-e911-80cd-005056af4099>

[118]

'Labour market outlook: Focus on working parents'. 2016 [Online]. Available: https://www.cipd.co.uk/Images/labour-market-outlook-focus-on-working-parents_tcm18-17048.pdf

[119]

P. Blyton, E. Heery, and P. Turnbull, Reassessing the employment relationship, vol. Management, work and organisations. Basingstoke: Palgrave Macmillan, 2011.

[120]

G. Mitchell, 'Encouraging Fathers to Care: The Children and Families Act 2014 and Shared Parental Leave', Industrial Law Journal, vol. 44, no. 1, pp. 123–133, Mar. 2015, doi: 10.1093/indlaw/dwu034.

[121]

M. Noon, P. Blyton, and K. Morrell, The realities of work: experiencing work and employment in contemporary society, 4th ed. Basingstoke: Palgrave Macmillan, 2013.

[122]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available: https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[123]

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

[124]

P. F. Boxall, J. Purcell, and P. Wright, The Oxford handbook of human resource management. Oxford: Oxford University Press, 2008 [Online]. Available: <http://ezproxy.lib.gla.ac.uk/login?url=http://dx.doi.org/10.1093/oxfordhb/9780199547029.001.0001>

[125]

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

[126]

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

[127]

J. Gennard and G. Judge, Employee relations, 4th edition. London: Chartered Institute of Personnel and Development, 2005 [Online]. Available: <https://contentstore.cla.co.uk//secure/link?id=bf52c597-e840-e911-80cd-005056af4099>

[128]

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

[129]

A. Wilkinson, Contemporary Human Resource Management, Seventh edition. London: SAGE Publications, Ltd. (UK), 2025 [Online]. Available:
https://bc.vitalsource.com/tenants/university_of_glasgow_explore/saml_auth/books/9781529678581

[130]

'HSE: Information about health and safety at work'. [Online]. Available:
<http://www.hse.gov.uk/>