

Contemporary Issues in Human Resource Management: Theory and Practice

[View Online](#)

1.

Wilton N. An introduction to human resource management. 3rd edition. Los Angeles: SAGE; 2016.

2.

Angrave D, Charlwood A, Kirkpatrick I, Lawrence M, Stuart M. HR and analytics: why HR is set to fail the big data challenge. Human Resource Management Journal. 2016 Jan;26(1):1-11. doi:10.1111/1748-8583.12090

3.

Shah N, Irani Z, Sharif AM. Big data in an HR context: Exploring organizational change readiness, employee attitudes and behaviors. Journal of Business Research. 2017 Jan;70:366-78. doi:10.1016/j.jbusres.2016.08.010

4.

Marler JH, Boudreau JW. An evidence-based review of HR Analytics. The International Journal of Human Resource Management. 2017 Jan 2;28(1):3-26. doi:10.1080/09585192.2016.1244699

5.

Akhtar, PavMoore, Phoebe. The psychosocial impacts of technological change in contemporary workplaces, and trade union responses. International Journal of Labour Research [Internet]. 2016;8(2):101-31. Available from: <https://search.proquest.com/docview/1917279365?pq-origsite=gscholar>

6.

Sivathanu B, Pillai R. Smart HR 4.0 – how industry 4.0 is disrupting HR. Human Resource Management International Digest. 2018 Jun 11;26(4):7–11. doi:10.1108/HRMID-04-2018-0059

7.

King KG. Data Analytics in Human Resources. Human Resource Development Review. 2016 Dec;15(4):487–95. doi:10.1177/1534484316675818

8.

Enhancing the trustworthiness and credibility of HRD: Evidence-based management to the rescue? [Internet]. Available from: <http://doras.dcu.ie/22810/>

9.

HR Metrics an Analytics: Uses and Impacts [Internet]. Available from: https://ceo.usc.edu/files/2016/10/2004_08-g04_8-HR_Metrics_and-Analytics.pdf

10.

Simón C, Ferreiro E. Workforce analytics: A case study of scholar-practitioner collaboration. Human Resource Management. 2018 May;57(3):781–93. doi:10.1002/hrm.21853

11.

Rasmussen T, Ulrich D. Learning from practice: how HR analytics avoids being a management fad. Organizational Dynamics. 2015 Jul;44(3):236–42. doi:10.1016/j.orgdyn.2015.05.008

12.

Power To The New People Analytics [Internet]. Available from: http://www.ohisolution.com/media/12201/Power-to-the-new-people-analytics_McK-Quarterly_March2015.pdf

13.

Levenson A. Harnessing the power of HR analytics. *Strategic HR Review* [Internet]. 2005 Mar;4(3):28–31. Available from: <https://contentstore.cla.co.uk//secure/link?id=4c99d11c-e940-e911-80cd-005056af4099>

14.

Dundon T, Rafferty A. The (potential) demise of HRM? *Human Resource Management Journal*. 2018 Jul;28(3):377–91. doi:10.1111/1748-8583.12195

15.

Boxall P. HR strategy and competitive advantage in the service sector. *Human Resource Management Journal*. 2003 Jul;13(3):5–20. doi:10.1111/j.1748-8583.2003.tb00095.x

16.

Currie G, Procter S. Exploring the relationship between HR and middle managers. *Human Resource Management Journal*. 2001 Jul;11(3):53–69. doi:10.1111/j.1748-8583.2001.tb00045.x

17.

Paauwe J, Boselie P. HRM and performance: what next? *Human Resource Management Journal*. 2005 Nov;15(4):68–83. doi:10.1111/j.1748-8583.2005.tb00296.x

18.

Boxall P, Ang SH, Bartram T. Analysing the 'Black Box' of HRM: Uncovering HR Goals, Mediators, and Outcomes in a Standardized Service Environment. *Journal of Management Studies*. 2011 Nov;48(7):1504–32. doi:10.1111/j.1467-6486.2010.00973.x

19.

Peter Boxall, Keith Macky. High-performance work systems and organisational

performance: Bridging theory and practice. *Asia Pacific Journal of Human Resources*. 2012;45(3):261–70. doi:10.1177/1038411107082273

20.

Orlitzky M, Frenkel SJ. Alternative pathways to high-performance workplaces. *The International Journal of Human Resource Management*. 2005 Aug;16(8):1325–48. doi:10.1080/09585190500220176

21.

Wright C. Reinventing human resource management: Business partners, internal consultants and the limits to professionalization. *Human Relations*. 2008 Aug;61(8):1063–86. doi:10.1177/0018726708094860

22.

Pritchard K. Becoming an HR strategic partner: tales of transition. *Human Resource Management Journal*. 2010 Apr;20(2):175–88. doi:10.1111/j.1748-8583.2009.00107.x

23.

Lo K, Macky K, Pio E. The HR competency requirements for strategic and functional HR practitioners. *The International Journal of Human Resource Management*. 2015 Oct 11;26(18):2308–28. doi:10.1080/09585192.2015.1021827

24.

Dundon T, Rafferty A. The (potential) demise of HRM? *Human Resource Management Journal*. 2018 Jul;28(3):377–91. doi:10.1111/1748-8583.12195

25.

Findlay P, Kalleberg AL, Warhurst C. The challenge of job quality. *Human Relations*. 2013 Apr;66(4):441–51. doi:10.1177/0018726713481070

26.

Grote G, Guest D. The case for reinvigorating quality of working life research. *Human Relations*. 2017 Feb;70(2):149–67. doi:10.1177/0018726716654746

27.

Wood AJ. Flexible scheduling, degradation of job quality and barriers to collective voice. *Human Relations*. 2016 Oct;69(10):1989–2010. doi:10.1177/0018726716631396

28.

Findlay P, Warhurst C, Keep E, Lloyd C. Opportunity Knocks? The Possibilities and Levers for Improving Job Quality. *Work and Occupations*. 2017 Feb;44(1):3–22. doi:10.1177/0730888416689813

29.

Kalleberg AL. Job Quality and Precarious Work. *Work and Occupations*. 2012 Nov;39(4):427–48. doi:10.1177/0730888412460533

30.

Fernández-Macías E. Job Polarization in Europe? Changes in the Employment Structure and Job Quality, 1995–2007. *Work and Occupations*. 2012 May;39(2):157–82. doi:10.1177/0730888411427078

31.

Kelliher C, Anderson D. For better or for worse? An analysis of how flexible working practices influence employees' perceptions of job quality. *The International Journal of Human Resource Management*. 2008 Mar;19(3):419–31. doi:10.1080/09585190801895502

32.

Esser I, Olsen KM. Perceived Job Quality: Autonomy and Job Security within a Multi-Level Framework. *European Sociological Review*. 2012 Aug 1;28(4):443–54. doi:10.1093/esr/jcr009

33.

Kelliher C, Anderson D. Doing more with less? Flexible working practices and the intensification of work. *Human Relations*. 2010 Jan;63(1):83–106. doi:10.1177/0018726709349199

34.

Smith M, Burchell B, Fagan C, O'Brien C. Job quality in Europe. *Industrial Relations Journal*. 2008 Nov;39(6):586–603. doi:10.1111/j.1468-2338.2008.00507.x

35.

Storey DJ, Saridakis G, Sen-Gupta S, Edwards PK, Blackburn RA. Linking HR formality with employee job quality: The role of firm and workplace size. *Human Resource Management*. 2010 Mar;49(2):305–29. doi:10.1002/hrm.20347

36.

Dundon T, Rafferty A. The (potential) demise of HRM? *Human Resource Management Journal*. 2018 Jul;28(3):377–91. doi:10.1111/1748-8583.12195

37.

Nilsson S, Ellström P. Employability and talent management: challenges for HRD practices. *European Journal of Training and Development*. 2012 Jan 27;36(1):26–45. doi:10.1108/03090591211192610

38.

Collings DG. Toward Mature Talent Management: Beyond Shareholder Value. *Human Resource Development Quarterly*. 2014 Sep;25(3):301–19. doi:10.1002/hrdq.21198

39.

Sparrow PR, Makram H. What is the value of talent management? Building value-driven processes within a talent management architecture. *Human Resource Management Review*. 2015 Sep;25(3):249–63. doi:10.1016/j.hrmr.2015.04.002

40.

King KA. The talent deal and journey. *Employee Relations*. 2016 Jan 4;38(1):94–111. doi:10.1108/ER-07-2015-0155

41.

Dundon T, Rafferty A. The (potential) demise of HRM? *Human Resource Management Journal*. 2018 Jul;28(3):377–91. doi:10.1111/1748-8583.12195

42.

Farndale E, Scullion H, Sparrow P. The role of the corporate HR function in global talent management. *Journal of World Business*. 2010 Apr;45(2):161–8. doi:10.1016/j.jwb.2009.09.012

43.

Rappaport A, Bancroft E, Okum L. The aging workforce raises new talent management issues for employers. *Journal of Organizational Excellence*. 2003 Winter;23(1):55–66. doi:10.1002/npr.10101

44.

Lewis RE, Heckman RJ. Talent management: A critical review. *Human Resource Management Review*. 2006 Jun;16(2):139–54. doi:10.1016/j.hrmr.2006.03.001