Contents When the Contents of the Contents of

Ackı	HRM and Equal Opportunities Anne-Marie Greene streeme	viii
Note	es on Contributors AL PERSPECTIVES noitagismed bas memorloval	ix
PAR	RT I THE FRAMING OF HUMAN RESOURCE MANAGEMENT	501
1	Field of Human Resource Management Adrian Wilkinson, Tom Redman, Scott A. Snell and Nicolas Bacon	3
2	Human Resources Management: A Historical Perspective Consultation Innounques Of Howard Gospel	12
3	Models of Strategic Human Resource Management Saba Colakoglu, Ying Hong and David P. Lepak	31
4	The Employment Relationship John W. Budd and Devasheesh Bhave zool X 2 more	51
5	The Regulative Framework for HRM Michael Barry Olova O A page W	71
6	The Evolution of HR Strategy: Adaptations to Increasing Global Complexity Shad S. Morris and Scott A. Snell	84
7	Strong Situations and Firm Performance: A Proposed Re-Conceptualization	
	of the Role of the HR Function John J. Haggerty and Patrick M. Wright And The South of South S	100
8	International and Comparative Human Resource Management Richard Hall and Nick Wailes	115
PAR	T II FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT	133
9	Recruitment and Selection Filip Lievens and Derek Chapman	135
10	Training and Development in Organizations Phyllis Tharenou	155

11	Christopher Mabey and Tim Finch-Lees	173
12	Understanding Performance Management and Appraisal: Supervisory and Employee Perspectives Michelle Brown and Victoria S. Lim	19
13	Compensation Barry Gerhart	210
14	HRM and Equal Opportunities Anne-Marie Greene	231
15	Involvement and Participation Graham Dietz, Adrian Wilkinson and Tom Redman	245
16	Extending the Reach of Job Design Theory: Going Beyond the	
	Job Characteristics Model Sharon K. Parker and Sandra Ohly Sharon K. Parker and Sandra Ohly	
17	Occupational Health and Safety in the Modern World of Work Rebecca Loudoun and Richard Johnstone	286
18	Industrial Relations and Collective Bargaining Thomas A. Kochan and Greg J. Bamber Thomas A. Kochan and Greg J. Bamber	308
19	Discipline and Grievances Brian S. Klaas gidenoinals I memyolgrad and Telephone Services and Developed Brian Services and Develope	322
20	Downsizing and Redundancy Wayne F. Cascio MALLEY KOVA TO STORM T	336
PAI	RT III CONTEMPORARY ISSUES and interpretable of Fig. 11 (1997) A thought of the Stand Stan	349
21	Strategic Human Resources Management: Where Do We Go From Here? Brian E. Becker and Mark A. Huselid Brian E. Becker and Mark A. Huselid	351
22	The Employee Experience of Work Francis Green, Katy Huxley and Keith Whitfield	377
23	Human Resource Management in Developing Countries White has line that has high Pawan S. Budhwar and Yaw A. Debrah	393
24	HRM and National Economic Performance Jonathan Michie noticelle de la constant d	407
25	Human Resource Management and the Resource Based View	421
	Paul Boselie and Jaap Paauwe Paul Boselie and Jaap Paauwe Paul Boselie and Jaap Paauwe	01

CONTENTS

26	Complexity-Based Agile Enterprises: Putting Self-Organizing Emergence to Work Lee Dyer and Jeff Ericksen	438
27	Human Resource Management across Organizational Boundaries Mick Marchington, Fang Lee Cooke and Gail Hebson	460
28	Ethics and HRM Chris Provis	475
29	Working Time and Work-Life Balance Janet Walsh Janet Walsh Janet Walsh Janet Walsh Janet Walsh Janet Walsh	490
PAF	PART IV SECTORAL PERSPECTIVES	
30	Human Resource Management in the Service Sector Jody Hoffer Gittell and Rob Seidner	509
31	HRM in Small Firms: Respecting and Regulating Infomality Paul Edwards and Monder Ram	524
32	HRM in Multinational Companies Anthony Ferner	541
33	Human Resource Management in the Public Sector Stephen Bach	561
Inde		