

DOWNLOAD PDF ARMSTRONGS HANDBOOK OF STRATEGIC HUMAN RESOURCE MANAGEMENT 6TH EDITION

Chapter 1 : Armstrong's Handbook of Human Resource Management Practice ()

Making human resources (HR) into a strategic function, delivered in a practical form with strong reliance on supporting theory, is the objective of this somewhat classic book, now in its sixth edition, transferring everything to a new abbreviation of SHRM (strategic human resource management).

Reviews Details Learn about and be able to implement complex HRM strategies formulated by practitioners, academics and consultants with the latest edition of this popular book. Strategic human resource management has been taken up by academics, consultants and practitioners alike. However, the integration of human resource strategy with overall business strategy is often easier in theory than in practice. This completely revised sixth edition examines HRM and SHRM as well as organizational and functional strategies from a practical standpoint. It includes brand new chapters on developing and delivering HR strategy, implementing individual performance strategies, creating and executing a corporate social responsibility strategy as well as a new discussion of international HRM strategies. Introduction; Section - ONE: The framework of strategic HRM; Chapter - Human resource management; Chapter - Strategic management; Chapter - Strategic human resource management; Chapter - HRM strategy in general; Chapter - The nature of HR strategy; Chapter - Developing HR strategy; Chapter - HRM strategies related to organizational capability and organizational and individual performance; Chapter - Organization development strategy; Chapter - Human capital management strategy; Chapter - Knowledge management strategy; Chapter - Corporate social responsibility strategy; Chapter - Organizational performance strategy; Chapter - Employee engagement strategy; Chapter - Resourcing strategy; Chapter - Talent management strategy; Chapter - Learning and development strategy; Chapter - Reward strategy; Chapter - The international scene; Chapter - Strategic international HRM; Chapter - He has spent 25 years as an HR practitioner, including 12 as HR director. He has sold over , books on the subject of human resource management, and is the author of numerous bestselling HR books, also published by Kogan Page. Dr Duncan Brown, Head of HR Consulting, Institute for Employment Studies It will be of major value to the human resources manager since it underscores the strategic importance of HR representation at board level, and demonstrates how each aspect of HR strategy should be linked seamlessly into the global business strategy Training Journal.

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Chapter 2 : Books by Michael Armstrong (Author of A Handbook of Human Resource Management Practice)

Strategic human resource management has been taken up by academics, consultants and practitioners alike. However, the integration of human resource strategy with overall business strategy is often easier in theory than in practice.

Ads Book Preface The last few years have been difficult for many businesses. The worst economic recession in over 50 years has forced many companies to rethink the way they do business. Only the best survive in such an environment. But what helps some companies survive, and even thrive, in difficult times? What gives these organizations an advantage over their competitors? One answer emphasizes the benefit of having the right people as members of the organization. Practices that help obtain and motivate employees are the core focus of human resource management, which is the field of study presented in this textbook. As you read this book, we hope you will agree that human resource management is an exciting field of study. In order to make ideas and concepts come to life, we include a number of examples from real companies that illustrate how effective human resource management is helping companies achieve success, even in difficult times. Each chapter explains how an organization can increase its effectiveness by improving its processes for hiring and motivating top-performing employees. We also specifically link human resource practices to competitive strategies. This linkage is critical, as it shows how a company can use human resource management to gain a competitive advantage over other companies. The field of human resource management has evolved a great deal during the past decade. Today, many practitioners and researchers argue that human resource management should extend beyond its traditional focus on legal compliance and adopt a more strategic perspective for managing employees. Perhaps more importantly, successful organizations are taking a more strategic approach to managing people. Many human resource textbooks have added material to reflect some of this change, but most books still lack a consistent strategic framework—even though this framework is rapidly becoming the norm within the field. We have written *Human Resource Management: Linking Strategy to Practice, Second Edition* in order to more fully develop and integrate the strategic perspective. Throughout the book, we emphasize the theme that organizations excel when they have consistent human resource practices that align with their strategic direction. We begin by establishing a strategic framework that illustrates how different approaches to human resource management fit with basic competitive strategies. We then integrate this strategic perspective into our discussion of traditional human resource practices, such as work design, staffing, performance management, training, compensation, and labor relations. At the same time, we clearly illustrate how these specific human resource practices help increase organizational effectiveness.

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Chapter 4 : Armstrong's Handbook of Strategic Human Resource Management ()

Michael Armstrong is the UK's bestselling author of Human Resource Management books including Armstrong's Handbook of Human Resource Management Practice and several other titles published by Kogan Page. With over a million copies sold, his books have been translated into twenty-one languages.

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