



THIRD EDITION

# Personnel Management

A COMPREHENSIVE GUIDE TO THEORY AND PRACTICE

Edited by *Stephen Bach and Keith Sisson*

 **BLACKWELL**  
Publishers

# Personnel Management A Comprehensive Guide To Theory And Practice

**Patrick Gunnigle**



## **Personnel Management A Comprehensive Guide To Theory And Practice:**

**Personnel Management** Stephen Bach, Keith Sisson, 2000 This distinctive volume contains original contributions from leading experts to provide a challenging analysis of recent thinking and developments in personnel management It explores the lean organization and extended organization as well as the main issues in each of the key areas of planning and resourcing performance management training and development involvement and participation and management trade union partnership agreements in the UK Overall this book provides the fullest analysis to date of what is happening in personnel management It gives the most comprehensive framework within which to understand both present and likely future trends including the challenges of Europeanization following the UK's signature of the social chapter of the EU Maastricht Treaty and the launch of the critical state of Economic and Monetary Union Personnel Management Keith Sisson, 1994

**Employee Relations** Graham Hollinshead, Peter Nicholls, Stephanie Tailby, 2003 Contributor details Preface Plan of the book Pt I Introduction 1 Introduction to Employee Relations 3 2 Context and Theory in Employee Relations 11 Pt II Parties 3 Management 57 4 Multinationals and Employee Relations 93 5 Trade Unions 132 6 The State in Employee Relations 179 Pt III Europe and the Changing Regulations 7 The European Union 211 8 Legal Regulation of Employment 268 Pt IV Patterns and Practices 9 Collective Bargaining 301 10 Pay 332 11 Employee Participation and Involvement 378 12 Discrimination 408 13 Flexible Labour Markets Firms and Workers 457 14 Public Sector Employment 505 15 Values and their Impact on the Changing Employment Relationship 535 Afterword 567 Index 569 **Unternehmensführung in Europa: Ein Vergleich**

**zwischen Deutschland, Großbritannien und Frankreich** Gudrun Hühne, 2012-07 Die zunehmende Globalisierung hat auch zur Folge dass immer häufiger Menschen mit unterschiedlichem kulturellen Hintergrund zusammenarbeiten Multinationale und globale Unternehmen sowie grenzüberschreitende Joint Ventures tragen einen großen Teil dazu bei dass kulturelle Unterschiede auch in der Wirtschaft immer sichtbarer werden Besonders bei Firmenfusionen stehen oft unterschiedliche oder gar gegensätzliche Vorstellungen der Unternehmensführung aufeinander und stellen bei Nichtbeachtung eine nicht zu unterschätzende Gefahr für den Erfolg des Gemeinschaftsunternehmens dar Die vorliegende Untersuchung basiert auf einer Studie von 1995 Auch wenn sie inhaltlich nicht aktualisiert wurde so haben empirische neuere Studien ergeben dass kulturelle Managementunterschiede auch innerhalb Europas weiterhin existieren Es lohnt sich also genau hinzuschauen um einerseits Missverständnisse zu vermeiden und andererseits Möglichkeiten zu schaffen aus den unterschiedlichen kulturellen Stärken Synergien in Europa zu entwickeln Dies ist bisher leider nur rudimentär gelungen Zu oft wird innerhalb Europas der kulturelle Einfluss schlichtweg ignoriert Mit Ignoranz schafft man jedoch keine Synergien Europa ist eine kulturell reiche Region Um mehr Verständnis für kulturelle Eigenheiten auch in der Wirtschaft zu bekommen lohnt sich auch immer ein Blick in die Geschichte und die Rahmenbedingungen der Länder Nur mit dem richtigen Hintergrundwissen kann man dann herungsweise nachvollziehen warum die Franzosen zum Beispiel im Vergleich eher autoritär

rer orientiert sind und für die Deutschen technische Fachkompetenz einen vergleichsweise hohen Stellenwert besitzt. In diesem Kontext liefert die vorliegende Untersuchung einen wichtigen Beitrag. Auch wenn sich einige Rahmenbedingungen in der Wirtschaft seit 1995 in den untersuchten Ländern sicher verändert haben, so liefert sie einen Einblick in die Hintergründe und die Entstehung der unterschiedlichen Managementkonzepte, die auch noch heute relevant sind. Hauptziel dieser Untersuchung ist es, anhand eines Vergleichs zwischen Deutschland, Großbritannien und Frankreich zu beleuchten, in welchem Ausmaß die Vorstellungen von Unternehmensführung in diesen Ländern voneinander abweichen und inwieweit sich diese Unterschiede auf das soziokulturelle Umfeld der Manager zurückführen lassen. Hierbei werden auch geschichtliche, politische, volkswirtschaftliche und philosophische Aspekte betrachtet. Die hierin implizierte zentrale und über Europa hinausgehende Fragestellung ist natürlich, inwieweit die nationale Kultur im internationalen Management berücksichtigt werden sollte bzw. vernachlässigt werden kann.

**EBOOK: Realities of Human Resource Management** Keith Sisson, John Storey, 2000-05-16. This new book builds on the success of *Managing Human Resources and Industrial Relations* (Storey and Sisson 1993). It provides a succinct, affordable, up-to-date analysis of themes and topics relevant to the management of human resources today. It covers issues of critical contemporary importance such as restructuring, continuous improvement, involvement and participation, pay and working time, training and development, recruitment and selection. It also looks at the implications of contextual changes such as the signing of the social chapter of the EU Maastricht Treaty and movement towards European Economic and Monetary Union. Three features in particular distinguish this volume from the many others in the field. Firstly, it deals with both the individual and the collective aspects of managing the employment relationship. Most books cover either one or the other, but not both. Secondly, in analysing the latest thinking in both areas, this book takes account of the large body of empirical research that is now available and identifies what it all means for the practitioner. Thirdly, the distinctive style in which this book is written gives it an immediacy not common in management texts. This book will be equally valuable to practising managers, not only specialist human resource managers and students of business and management who are studying a course or module in human resource management. Helpfully for the latter audience, the book is arranged so that each chapter could appropriately constitute the required reading for a week-by-week programme extending over ten weeks.

**The Strategic Managing of Human Resources** John Leopold, Lynette Harris, 2009. Starting from the premise that managing human resources strategically is crucial for long-term organizational success, this work is essential reading for both future line managers as well as specialist Human Resource Managers.

Human Resource Management Derek Torrington, Laura Hall, Stephen Taylor, 2005. Drawing on the latest research, this classic text provides a thorough coverage of all the main areas of human resource management practice. The book is written from a practical management perspective in a clear and engaging style. It includes full coverage of operational issues and introduces the major academic debates of relevance to the field. Suitable for modules on HRM and students following the

CIPD syllabus     Employee Relations Philip Lewis, Adrian Thornhill, Mark Saunders, 2003 This exciting new text is different from many of the employee relations textbooks currently available because it takes as its central theme the employment relationship between the employer and the employee This reflects one of the major changes in employee relations over recent years the increasing extent to which the individual relationship each of us has with our employer is central in shaping our working lives     **Personnel Management** Barbara Jacobson, 1979     **Human Resource Management in a Global Context** Robin Kramar, Jawad Syed, 2012-01-12 A global contemporary and critical view of human resource management Using international examples and case studies this text covers the basic principles of HRM whilst exposing students to real world issues facing managers on a daily basis This text is essential reading for anyone who wants to understand and engage critically with HRM globally     Human Resource Management Graham Hollinshead, Mike Leat, 1995 This text considers human resource management in the context of an increasingly international stage The international issues relate to unionism the role of the state collective bargaining and participation in agreement procedures Special emphasis is given to the developing principles and practices of HRM     *Personnel Management*, 1986     *Resourcing and Talent Management* Stephen Taylor, 2014 Gain a comprehensive view of fundamental management issues with this textbook that underpins theory with practical guidance     The Irish Employee Recruitment and Management Handbook Patrick Gunnigle, 1999 This handbook covers the issues that face human resource HR practitioners in the Irish labour market It looks at the developments and key techniques that HR managers must have if they are to recruit and retain a high quality workforce     *Industrial and Labour Relations in Nigeria* U. A. Igun, A. A. Mordi, 2003     **Abuja Management Review**, 2003

**People Resourcing** Stephen Pilbeam, Marjorie Corbridge, 2002 Human resource management is a vital component of any successful business This book looks at the nitty gritty of personnel management offering advice and comments     *Business* Perseus Publishing, 2002-08-15 A landmark in reference publishing this resource covers virtually every aspect of the world of business It contains clear concise text plus profiles of 150 countries and biographies of management pioneers Includes 150 maps and 700 illustrations     Work and Organizational Behaviour John Bratton, 2007-04-15 Work and Organizational Behaviour is a core introductory text for undergraduate and MBA students which provides both a psychologically and sociologically based view of behaviour in work organisation from a critical perspective     **The New Workplace and Trade Unionism** Peter Ackers, Chris Smith, Paul Smith, 1996 The editors have gathered together contributions from leading academics who have systematically explored the nature of new industrial relations and new management philosophies and trade union responses

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