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The contemporary workplace is ever changing. In many countries the effects of economic globalization has seen the rise in zero-hour contracts, the erosion of trade union power and income inequality. In addition, high-performance work systems, business ethics and environmental sustainability are now creating tremendous challenges in many organizations. These developments play out amongst differing national and international contexts. This fluid and diverse environment makes it even more important to understand the myriad of different theories underpinning human resource management and to explore its impact on organizations, managers and workers. This engaging textbook provides an essential introduction to both the ’ how ’ and ’ why ’ of human resource management; it looks at the way organizations manage human capability, but also exposes the tensions inherent in the employment relationship, encouraging the reader to reflect critically on the realities of contemporary HRM. Building on the success of the previous five editions, this new edition includes: Two new chapters on Ethics in HRM and Green HRM New ’ HRM as I see it ’ video interviews with real life HR managers sharing their experiences on managing people in organizations, accessible through a new interactive ebook New ’ HRM and Globalization ’ features discussing the particular challenges faced by international organizations New ’ HRM in Practice ’ features exploring practical implementation of HR theories Coverage of contemporary themes such as line managers ’ roles in HRM, bullying, diversity and inequality Over 100 new references, bringing the discussion right up to date An extensive online resource centre with further teaching and learning materials, accessible at [www.palgravehighered.com/bg-hrm-6e](#).

Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.

This accessible yet challenging text provides a comprehensive introduction to HRM. With a good balance of theory and practice, the text critically evaluates current developments in the subject, such as strategy and the impact of technology.

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The Sixth Edition of Human Resource Management focuses on the enhancement of personal competencies while providing a theoretical and experiential approach to the study of human resource management (HRM). The authors provide the conceptual background and content necessary to understand the relevant issues in HRM, along with individual and group exercises that require the application of chapter content to specific problems designed to develop critical personal competencies. Students “ learn by doing ” by participating in experiential exercises that require the application of HRM knowledge expected of practicing managers and HR generalists.

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