IB9EA0/IB9EAL: Strategic Human Resource Management



[1] Academy of Management. Academy of Management journal. [2] Academy of Management. Academy of Management perspectives. [3] Academy of Management. Academy of Management review. [4] Ashenfelter, O. et al. 1986. Handbook of labor economics. North-Holland. [5] Ashenfelter, O. and Card, D.E. 1999. Handbook of labor economics: Volume 3B. North-Holland. [6]

Augustine A. Lado and Mary C. Wilson 1994. Human Resource Systems and Sustained Competitive Advantage: A Competency-Based Perspective. The Academy of Management

Review. 19, 4 (1994), 699-727.

[7]

Balkin, D. and Montemayor, E. 2000. Explaining Team-Based Pay: A Contingency Perspective Based on the Organizational Life Cycle, Team Design, and Organizational Learning Literatures. Human resource management review. 10, 3 (2000), 249–269.

[8]

Barry A. Colbert 2004. The Complex Resource-Based View: Implications for Theory and Practice in Strategic Human Resource Management. The Academy of Management Review. 29, 3 (2004), 341–358.

[9]

Bassi, L. and McMurrer, D. 2005. Developing Measurement Systems for Managing in the Knowledge Era. Organizational dynamics. 34, 2 (2005), 185–196.

[10]

Becker, B.E. et al. 2001. The HR scorecard: linking people, strategy, and performance. Harvard Business School Press.

[11]

Becker, B.E. et al. 2001. The HR scorecard: linking people, strategy, and performance. Harvard Business School Press.

[12]

Becker, B.E. and Huselid, M.A. 2006. Strategic Human Resources Management: Where Do We Go From Here? Journal of Management. 32, 6 (Dec. 2006), 898–925. DOI:https://doi.org/10.1177/0149206306293668.

[13]

Beer, M. et al. 2015. Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago. Human Resource Management. 54, 3 (May 2015), 427–438. DOI:https://doi.org/10.1002/hrm.21726.

[14]

Benson, G.S. et al. 2006. High-involvement work practices and analysts' forecasts of corporate earnings. Human Resource Management. 45, 4 (Winter 2006), 519–537. DOI:https://doi.org/10.1002/hrm.20130.

[15]

Bizjak, J. et al. 2008. Does the use of peer groups contribute to higher pay and less efficient compensation? Journal of financial economics (. 90, 2 (2008), 152–168.

[16]

Black, B. et al. 2008. The impact of equity markets and corporate governance on labour market flexibility. The International Journal of Human Resource Management. 19, 10 (Oct. 2008), 1792–1808. DOI:https://doi.org/10.1080/09585190802323835.

[17]

Boxall, P.F. Strategy and human resource management.

[18]

Boxall, P.F. Strategy and human resource management.

[19]

Boxall, P.F. Strategy and human resource management.

[20]

Boxall, P.F. et al. 2007. The Oxford handbook of human resource management. Oxford University Press.

[21]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford University Press.

[22]

Boxall, P.F. et al. 2007. The Oxford handbook of human resource management. Oxford University Press.

[23]

Boxall, P.F. et al. 2008. The Oxford handbook of human resource management. Oxford University Press.

[24]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[25]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[26]

Boxall, P.F. and Purcell, J. 2016. Strategy and human resource management. Palgrave.

[27]

Brown, W. et al. 2009. The evolution of the modern workplace. Cambridge University Press.

[28]

Brown, W.A. et al. 2009. The evolution of the modern workplace. Cambridge University Press.

[29]

Campbell, B.A. et al. 2012. Rethinking Sustained Competitive Advantage from Human Capital. Academy of Management Review. 37, 3 (2012), 376–395.

[30]

Cappelli, P. and Crocker-Hefter, A. 1999. Distinctive human resources are firms' core competencies. Strategic human resource management. Blackwell Business. 191–206.

[31]

Cascio, W.F. 2005. From business partner to driving business success: The next step in the evolution of HR management. Human Resource Management. 44, 2 (Summer 2005), 159–163. DOI:https://doi.org/10.1002/hrm.20058.

[32]

Cascio, W.F. and Boudreau, J.W. 2015. Investing in people: financial impact of human resource initiatives. Pearson Education, Inc.

[33]

Chadwick, C. 2010. Theoretic insights on the nature of performance synergies in human resource systems: Toward greater precision. Human resource management review. 20, 2 (2010), 85–101.

[34]

Clint Chadwick and Adina Dabu 2009. Human Resources, Human Resource Management, and the Competitive Advantage of Firms: Toward a More Comprehensive Model of Causal Linkages. Organization Science. 20, 1 (2009), 253–272.

[35]

Clinton, M. and Guest, D. 2013. Testing universalistic and contingency HRM assumptions across job levels. Personnel review. 42, 5 (2013), 529–551.

[36]

David E. Bowen and Cheri Ostroff 2004. Understanding HRM-Firm Performance Linkages: The Role of the 'Strength' of the HRM System. The Academy of Management Review. 29, 2 (2004), 203–221.

[37]

Deepak K. Datta, James P. Guthrie and Patrick M. Wright 2005. Human Resource Management and Labor Productivity: Does Industry Matter? The Academy of Management Journal. 48, 1 (2005), 135–145.

[38]

Downes, P. and Choi, D. 2014. Employee reactions to pay dispersion: A typology of existing research. Human resource management review. 24, 1 (2014), 53-66.

[39]

EBSCO Publishing (Firm) Harvard business review.

[40]

EBSCO Publishing (Firm) Human resource management review.

[41]

EBSCO Publishing (Firm) International journal of human resource management.

[42]

EBSCO Publishing (Firm) Journal of management studies.

[43]

EBSCO Publishing (Firm) Strategic management journal.

[44]

Edmans, A. 2012. The Link Between Job Satisfaction and Firm Value, With Implications for Corporate Social Responsibility. Academy of Management Perspectives. 26, 4 (2012), 1–19.

[45]

Farndale, E. et al. 2010. An exploratory study of governance in the intra-firm human resources supply chain. Human Resource Management. 49, 5 (Sep. 2010), 849–868. DOI:https://doi.org/10.1002/hrm.20387.

[46]

Gartenberg, C. and Wulf, J. 2014. Pay harmony: Comparison and executive compensation. HSB working Paper.

[47]

Gerhart, B. et al. 2009. Pay and Performance: Individuals, Groups, and Executives. The Academy of Management Annals. 3, 1 (Jan. 2009), 251–315. DOI:https://doi.org/10.1080/19416520903047269.

[48]

Grabke-Rundell, A. and Gomez Mejia, L. 2002. Power as a determinant of executive compensation. Human resource management review. 12, (2002), 3–23.

[49]

Hatch, N.W. and Dyer, J.H. 2004. Human capital and learning as a source of sustainable competitive advantage. Strategic Management Journal. 25, 12 (Dec. 2004), 1155–1178. DOI:https://doi.org/10.1002/smj.421.

[50]

Helfat, C.E. and Martin, J.A. 2015. Dynamic Managerial Capabilities. Journal of Management

. 41, 5 (Jul. 2015), 1281–1312. DOI:https://doi.org/10.1177/0149206314561301.

[51]

Hendry, C. 2003. Applying employment systems theory to the analysis of national models of HRM. The International Journal of Human Resource Management. 14, 8 (Dec. 2003), 1430–1442. DOI:https://doi.org/10.1080/0958519032000145837.

[52]

Hendry, C. 2003. Applying employment systems theory to the analysis of national models of HRM. The International Journal of Human Resource Management. 14, 8 (Dec. 2003), 1430–1442. DOI:https://doi.org/10.1080/0958519032000145837.

[53]

Hendry, C. et al. 1999. Investors' Views of People Management. Corporate Governance. 7, 4 (Oct. 1999), 324–337. DOI:https://doi.org/10.1111/1467-8683.00163.

[54]

Hodgkinson, G. and Ford, J.K. eds. 2007. International review of industrial and organizational psychology: Volume 22. John Wiley.

[55]

Holt Larsen, H. and Mayrhofer, W. 2006. Managing human resources in Europe: a thematic approach. Routledge.

[56]

Holt Larsen, H. and Mayrhofer, W. 2006. Managing human resources in Europe: a thematic approach. Routledge.

[57]

Hoque, K. and Bacon, N. 2008. Investors in People and training in the British SME sector.

Human Relations. 61, 4 (Apr. 2008), 451–482. DOI:https://doi.org/10.1177/0018726708091017.

[58]

Huselid, M.A. et al. 2005. The workforce scorecard: managing human capital to execute strategy. Harvard Business School Press.

[59]

Industrial Relations Services. Human resource management journal.

[60]

Institute of Personnel and Development. People management.

[61]

Jackson, S.E. et al. 2014. An Aspirational Framework for Strategic Human Resource Management. The Academy of Management Annals. 8, 1 (Jan. 2014), 1–56. DOI:https://doi.org/10.1080/19416520.2014.872335.

[62]

Jacobs, K. Why investors are thinking about human capital. HR Magazine.

[63]

Jiang, K. 2012. Clarifying the construct of human resource systems: Relating human resource management to employee performance. Human resource management review. 22, 2 (2012), 73–85.

[64]

Kalmi, P. et al. 2012. Bargaining regimes, variable pay and financial participation: some survey evidence on pay determination. The International Journal of Human Resource Management. 23, 8 (Apr. 2012), 1643–1659.

DOI:https://doi.org/10.1080/09585192.2012.661993.

[65]

Katz, H.C. and Darbishire, O. 2000. Converging divergences: worldwide changes in employment systems. ILR.

[66]

Kearns, P. 2004. How strategic are you? The six "killer" questions. Strategic HR review (. 3, 3 (2004), 20–23.

[67]

Kehoe, R.R. et al. 2016. Lets Call a Star a Star: Task Performance, External Status, and Exceptional Contributors in Organizations. Journal of Management. (Feb. 2016). DOI:https://doi.org/10.1177/0149206316628644.

[68]

Kehoe, R.R. and Tzabbar, D. 2015. Lighting the way or stealing the shine? An examination of the duality in star scientists' effects on firm innovative performance. Strategic Management Journal. 36, 5 (May 2015), 709–727. DOI:https://doi.org/10.1002/smj.2240.

[69]

Kersley, B. 2013. Inside the workplace: findings from the 2004 workplace employment relations survey. Taylor and Francis.

[70]

Kersley, B. 2006. Inside the workplace: findings from the 2004 workplace employment relations survey. Routledge.

[71]

Kinnie, N. et al. 2005. Satisfaction with HR practices and commitment to the organisation: why one size does not fit all. Human Resource Management Journal. 15, 4 (Nov. 2005), 9–29. DOI:https://doi.org/10.1111/j.1748-8583.2005.tb00293.x.

[72]

Kor, Y.Y. and Leblebici, H. 2005. How do interdependencies among human-capital deployment, development, and diversification strategies affect firms' financial performance? Strategic Management Journal. 26, 10 (Oct. 2005), 967–985. DOI:https://doi.org/10.1002/smj.485.

[73]

Krausert, A. 2016. HR differentiation between professional and managerial employees: Broadening and integrating theoretical perspectives. Human resource management review . (2016).

[74]

Krausert, A. 2016. HR differentiation between professional and managerial employees: Broadening and integrating theoretical perspectives. Human resource management review (. (2016).

[75]

Krausert, A. 2015. HRM Signals for the Capital Market. Human Resource Management. 55, 6 (2015), 1025–1040. DOI:https://doi.org/10.1002/hrm.21718.

[76]

Krausert, A. 2014. HRM Systems for Knowledge Workers: Differences Among Top Managers, Middle Managers, and Professional Employees. Human Resource Management. 53, 1 (Jan. 2014), 67–87. DOI:https://doi.org/10.1002/hrm.21554.

[77]

Krausert, A. 2014. HRM Systems for Knowledge Workers: Differences Among Top Managers, Middle Managers, and Professional Employees. Human Resource Management. 53, 1 (Jan. 2014), 67–87. DOI:https://doi.org/10.1002/hrm.21554.

[78]

Legge, K. 2005. Human resource management: rhetorics and realities. Palgrave Macmillan.

[79]

Lepak, D.P. and Shaw, J.D. 2008. Strategic HRM in North America: looking to the future. The International Journal of Human Resource Management. 19, 8 (Aug. 2008), 1486–1499. DOI:https://doi.org/10.1080/09585190802200272.

[80]

Lepak, D.P. and Snell, S.A. 2002. Examining the Human Resource Architecture: The Relationships Among Human Capital, Employment, and Human Resource Configurations. Journal of Management. 28, 4 (2002), 517–543. DOI:https://doi.org/10.1177/014920630202800403.

[81]

Liu, X. et al. 2014. The Influence of Capital Structure on Strategic Human Capital: Evidence From U.S. and Canadian Firms. Journal of Management. 40, 2 (2014), 422–448. DOI:https://doi.org/10.1177/0149206313508982.

[82]

London School of Economics and Political Science. British journal of industrial relations.

[83]

Lorsch, J. and Khurana, R. The pay problem: Time for a new paradigm for executive compensation. Harvard Magazine. 30–35.

[84]

Marchington, M. et al. 2012. Human resource management at work. Chartered Institute of Personnel and Development.

[85]

Marescaux, E. and De Winne, S. 2013. HR practices and affective organisational commitment: (when) does HR differentiation pay off? Human resource management journal. 23, 4 (2013), 329–345.

[86]

Md Habib-Uz-Zaman KhanMd Rasidozzaman Khan 2010. Human capital disclosure practices of top Bangladeshi companies. Journal of HRCA: Human Resource Costing & Accounting. 14, 4 (2010), 329–349.

[87]

Miceli, M. and Heneman, R. 2000. Contextual Determinants of Variable Pay Plan Design: A Proposed Research Framework. Human resource management review. 10, 3 (2000), 289–305.

[88]

Michie, J. and Sheehan, M. 2005. Business strategy, human resources, labour market flexibility and competitive advantage. The International Journal of Human Resource Management. 16, 3 (Mar. 2005), 445–464. DOI:https://doi.org/10.1080/0958519042000339598.

[89]

Milkovich, G.T. Compensation.

[90]

Milkovich, G.T. Compensation.

[91]

Milkovich, G.T. Compensation.

[92]

Millmore, M. 2007. Strategic human resource management: contemporary issues. Financial Times/Prentice Hall.

[93]

Millmore, M. 2007. Strategic human resource management: contemporary issues. Financial Times Prentice Hall.

[94]

Paauwe, J. et al. 2013. HRM and performance: achievements and challenges. Wiley.

[95]

Paauwe, J. HRM and performance: achievements and challenges.

[96]

Peter D. Sherer and Kyungmook Lee 2002. Institutional Change in Large Law Firms: A Resource Dependency and Institutional Perspective. The Academy of Management Journal. 45, 1 (2002), 102–119.

[97]

Pfeffer, J. 1998. The human equation: building profits by putting people first. Harvard Business School.

[98]

Ployhart, R. and Moliterno, T. 2011. Emergence of the Human Capital Resource: A Multilevel Model. Academy of Management review. 36, 1 (2011), 127–150.

[99]

Pohler, D. and Willness, C. 2014. Balancing Interests in the Search for Occupational Legitimacy: The HR Professionalization Project in Canada. Human Resource Management. 53, 3 (May 2014), 467–488. DOI:https://doi.org/10.1002/hrm.21579.

[100]

Porter, M.E. and Wayland, R. 1992. Capital Disadvantage: America's Failing Capital Investment System. Harvard Business Review. 70, 5 (1992), 65–82.

[101]

Ramlall, S.J. 2003. Measuring Human Resource Management's Effectiveness in Improving Performance. Human Resource Planning. 26, 1 (2003), 51–62.

[102]

Roberts, J. 2004. Chapter 4: Motivation in the modern firm. The modern firm: organizational design for performance and growth. Oxford University Press. 118–179.

[103]

Roberts, J. 2004. The modern firm: organizational design for performance and growth. Oxford University Press.

[104]

Rucci, A.J. et al. 1998. The Employee-Customer-Profit Chain at Sears. Harvard Business Review. 76, 1 (1998), 82–97.

[105]

Scott A. Snell 1992. Control Theory in Strategic Human Resource Management: The Mediating Effect of Administrative Information. The Academy of Management Journal. 35, 2 (1992), 292–327.

[106]

Sengupta, S. et al. 2007. Employee share ownership and performance: golden path or golden handcuffs? The International Journal of Human Resource Management. 18, 8 (Aug. 2007), 1507–1538. DOI:https://doi.org/10.1080/09585190701502620.

[107]

Society for Human Resource Management (U.S.) HR Magazine.

[108]

Southern Management Association. Journal of management.

[109]

Storey, J. 2007. Human resource management: a critical text. Thomson Learning.

[110]

Sweins, C. and Jussila, I. 2010. Employee knowledge and the effects of a deferred profit-sharing system: A longitudinal case study of personnel funds in Finland. Thunderbird International Business Review. 52, 3 (May 2010), 231–247. DOI:https://doi.org/10.1002/tie.20327.

[111]

Thomas, R.S. and Hill, J.G. eds. 2013. Research handbook on executive pay. Edward Elgar.

[112]

Thomas, R.S. and Hill, J.G. 2012. Research handbook on executive pay. Edward Elgar.

[113]

Thunderbird, The American Graduate School of International Management. Thunderbird international business review.

[114]

Tremblay, M. et al. 2003. Explaining Sales Pay Strategy Using Agency, Transaction Cost and Resource Dependence Theories*. Journal of Management Studies. 40, 7 (Nov. 2003), 1651–1682. DOI:https://doi.org/10.1111/1467-6486.00395.

[115]

Ulrich, D. 2015. The leadership capital index: realizing the market value of leadership. Berrett-Koehler Publishers, Inc.

[116]

Ulrich, D. 2015. The leadership capital index: realizing the market value of leadership. Berrett-Koehler Publishers, Inc.

[117]

Ulrich, D. and Beatty, D. 2001. From Partners to Players: Extending the HR Playing Field. Human Resource Management. 40, 4 (Winter 2001), 293–307. DOI:https://doi.org/10.1002/hrm.1020.

[118]

University of California, Berkeley. Graduate School of Business Administration. California management review.

[119]

University of Michigan. Bureau of Industrial Relations. Human resource management.

[120]

University of Michigan. Bureau of Industrial Relations. Human resource management.

[121]

Wall, T.D. 2005. The romance of human resource management and business performance, and the case for big science. Human Relations. 58, 4 (Apr. 2005), 429–462. DOI:https://doi.org/10.1177/0018726705055032.

[122]

Walton, R.E. et al. 1985. HRM, trends and challenges. Harvard Business School Press.

[123]

Wilkinson, A. 2013. The SAGE handbook of human resource management. SAGE.

[124]

Wilkinson, A. 2010. The SAGE handbook of human resource management. SAGE.

[125]

Wright, P.M. et al. Human resources and sustained competitive advantage: a resource-based perspective. International Journal of Human Resource Management. 5, 2, 301–326.

[126]

Yan, M. et al. 2011. The differential effects of job design on knowledge workers and manual workers: A quasi-experimental field study in China. Human Resource Management. 50, 3 (May 2011), 407–424. DOI:https://doi.org/10.1002/hrm.20428.

[127]

Yu, K.-H. and Levy, F. 2010. Offshoring Professional Services: Institutions and Professional Control. British Journal of Industrial Relations. 48, 4 (Dec. 2010), 758–783. DOI:https://doi.org/10.1111/j.1467-8543.2010.00812.x.

[128]

2015. Human capital reporting: Investing for sustainable growth. Chartered Institute of Personnel and Development.

[129]

Human relations.