

IB9EA0/IB9EAL: Strategic Human Resource Management

[View Online](#)

Academy of Management. n.d.-a. 'Academy of Management Journal'.

Academy of Management. n.d.-b. 'Academy of Management Perspectives'.

Academy of Management. n.d.-c. 'Academy of Management Review'.

Anon. 2015. 'Human Capital Reporting: Investing for Sustainable Growth'.

Anon. n.d. 'Human Relations'.

Ashenfelter, Orley, and David E. Card. 1999. Handbook of Labor Economics: Volume 3B. Vol. Handbooks in economics. 1st ed. Amsterdam: North-Holland.

Ashenfelter, Orley, Richard Layard, and David E. Card. 1986. Handbook of Labor Economics. Vol. Handbooks in economics. 1st ed. Amsterdam: North-Holland.

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):699-727.

Balkin, David, and Edilberto Montemayor. 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):249-69.

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):341-58.

Bassi, Laura, and Daniel McMurrer. 2005. 'Developing Measurement Systems for Managing in the Knowledge Era'. Organizational Dynamics 34(2):185-96.

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

Becker, Brian E., Mark A. Huselid, and David Ulrich. 2001a. The HR Scorecard: Linking People, Strategy, and Performance. Boston, MA: Harvard Business School Press.

Becker, Brian E., Mark A. Huselid, and David Ulrich. 2001b. The HR Scorecard: Linking

People, Strategy, and Performance. Boston, MA: Harvard Business School Press.

Beer, Michael, Paul Boselie, and Chris Brewster. 2015. 'Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago'. *Human Resource Management* 54(3):427–38. doi: 10.1002/hrm.21726.

Benson, George S., Susan M. Young, and Edward E. Lawler III. 2006. 'High-Involvement Work Practices and Analysts' Forecasts of Corporate Earnings'. *Human Resource Management* 45(4):519–37. doi: 10.1002/hrm.20130.

Bizjak, John, Michael Lemmon, and Lalitha Naveen. 2008. 'Does the Use of Peer Groups Contribute to Higher Pay and Less Efficient Compensation?' *Journal of Financial Economics* (90(2):152–68.

Black, Boyd, Howard Gospel, and Andrew Pendleton. 2008. 'The Impact of Equity Markets and Corporate Governance on Labour Market Flexibility'. *The International Journal of Human Resource Management* 19(10):1792–1808. doi: 10.1080/09585190802323835.

Boxall, Peter F. n.d.-a. *Strategy and Human Resource Management*. 4th ed. Palgrave Macmillan 2015.

Boxall, Peter F. n.d.-b. *Strategy and Human Resource Management*. 4th ed. Palgrave Macmillan 2015.

Boxall, Peter F. n.d.-c. *Strategy and Human Resource Management*. 4th ed. Palgrave Macmillan 2015.

Boxall, Peter F., and John Purcell. 2016a. *Strategy and Human Resource Management*. Vol. Management, Work and Organisations. Fourth edition. London, [England]: Palgrave.

Boxall, Peter F., and John Purcell. 2016b. *Strategy and Human Resource Management*. Vol. Management, Work and Organisations. Fourth edition. London, [England]: Palgrave.

Boxall, Peter F., and John Purcell. 2016c. *Strategy and Human Resource Management*. Vol. Management, Work and Organisations. Fourth edition. London, [England]: Palgrave.

Boxall, Peter F., John Purcell, and Pat Wright. 2008a. *The Oxford Handbook of Human Resource Management*. Oxford: Oxford University Press.

Boxall, Peter F., John Purcell, and Pat Wright. 2008b. *The Oxford Handbook of Human Resource Management*. Oxford: Oxford University Press.

Boxall, Peter F., John Purcell, and Patrick M. Wright. 2007a. *The Oxford Handbook of Human Resource Management*. Vol. Oxford handbooks. Oxford: Oxford University Press.

Boxall, Peter F., John Purcell, and Patrick M. Wright. 2007b. *The Oxford Handbook of Human Resource Management*. Vol. Oxford handbooks. Oxford: Oxford University Press.

Brown, William Arthur, John Forth, Alex Bryson, and Keith Whitfield. 2009. *The Evolution of the Modern Workplace*. Cambridge, U.K.: Cambridge University Press.

Brown, William, Alex Bryson, John Forth, and Keith Whitfield. 2009. *The Evolution of the Modern Workplace*. Leiden: Cambridge University Press.

Campbell, Benjamin A., Russell Coff, and David Kruscynski. 2012. 'Rethinking Sustained Competitive Advantage from Human Capital.' *Academy of Management Review* 37(3):376–95.

Cappelli, P., and A. Crocker-Hefter. 1999. 'Distinctive Human Resources Are Firms' Core Competencies'. Pp. 191–206 in *Strategic human resource management*. Oxford: Blackwell Business.

Cascio, Wayne F. 2005. 'From Business Partner to Driving Business Success: The next Step in the Evolution of HR Management'. *Human Resource Management* 44(2):159–63. doi: 10.1002/hrm.20058.

Cascio, Wayne F., and John W. Boudreau. 2015. *Investing in People: Financial Impact of Human Resource Initiatives*. Second edition. Upper Saddle River, New Jersey: Pearson Education, Inc.

Chadwick, Clint. 2010. 'Theoretic Insights on the Nature of Performance Synergies in Human Resource Systems: Toward Greater Precision'. *Human Resource Management Review* 20(2):85–101.

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):253–72.

Clinton, Michael, and David Guest. 2013. 'Testing Universalistic and Contingency HRM Assumptions across Job Levels'. *Personnel Review* 42(5):529–51.

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):203–21.

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):135–45.

Downes, Patrick, and Daejeong Choi. 2014. 'Employee Reactions to Pay Dispersion: A Typology of Existing Research'. *Human Resource Management Review* 24(1):53–66.

EBSCO Publishing (Firm). n.d.-a. 'Harvard Business Review'.

EBSCO Publishing (Firm). n.d.-b. 'Human Resource Management Review'.

EBSCO Publishing (Firm). n.d.-c. 'International Journal of Human Resource Management'.

EBSCO Publishing (Firm). n.d.-d. 'Journal of Management Studies'.

EBSCO Publishing (Firm). n.d.-e. 'Strategic Management Journal'.

- Edmans, A. 2012. 'The Link Between Job Satisfaction and Firm Value, With Implications for Corporate Social Responsibility'. *Academy of Management Perspectives* 26(4):1–19.
- Farndale, Elaine, Jaap Paauwe, and Paul Boselie. 2010. 'An Exploratory Study of Governance in the Intra-Firm Human Resources Supply Chain'. *Human Resource Management* 49(5):849–68. doi: 10.1002/hrm.20387.
- Gartenberg, C., and J. Wulf. 2014. 'Pay Harmony: Comparison and Executive Compensation'. (13–041).
- Gerhart, Barry, Sara L. Rynes, and Ingrid Smithey Fulmer. 2009. 'Pay and Performance: Individuals, Groups, and Executives'. *The Academy of Management Annals* 3(1):251–315. doi: 10.1080/19416520903047269.
- Grabke-Rundell, Arden, and Luis Gomez Mejia. 2002. 'Power as a Determinant of Executive Compensation'. *Human Resource Management Review* 12:3–23.
- Hatch, Nile W., and Jeffrey H. Dyer. 2004. 'Human Capital and Learning as a Source of Sustainable Competitive Advantage'. *Strategic Management Journal* 25(12):1155–78. doi: 10.1002/smj.421.
- Helfat, Constance E., and Jeffrey A. Martin. 2015. 'Dynamic Managerial Capabilities'. *Journal of Management* 41(5):1281–1312. doi: 10.1177/0149206314561301.
- Hendry, Chris. 2003a. 'Applying Employment Systems Theory to the Analysis of National Models of HRM'. *The International Journal of Human Resource Management* 14(8):1430–42. doi: 10.1080/0958519032000145837.
- Hendry, Chris. 2003b. 'Applying Employment Systems Theory to the Analysis of National Models of HRM'. *The International Journal of Human Resource Management* 14(8):1430–42. doi: 10.1080/0958519032000145837.
- Hendry, Chris, Sally Woodward, Jane Harvey-Cook, and Matthew Gaved. 1999. 'Investors' Views of People Management'. *Corporate Governance* 7(4):324–37. doi: 10.1111/1467-8683.00163.
- Hodgkinson, Gerard, and J. Kevin Ford, eds. 2007. *International Review of Industrial and Organizational Psychology: Volume 22*. Vol. International review of industrial and organizational psychology. John Wiley.
- Holt Larsen, Henrik, and Wolfgang Mayrhofer. 2006a. *Managing Human Resources in Europe: A Thematic Approach*. Vol. Routledge global human resource management series. London: Routledge.
- Holt Larsen, Henrik, and Wolfgang Mayrhofer. 2006b. *Managing Human Resources in Europe: A Thematic Approach*. New York, NY: Routledge.
- Hoque, K., and N. Bacon. 2008. 'Investors in People and Training in the British SME Sector'. *Human Relations* 61(4):451–82. doi: 10.1177/0018726708091017.
- Huselid, Mark A., Brian E. Becker, and Richard W. Beatty. 2005. *The Workforce Scorecard*:

Managing Human Capital to Execute Strategy. Boston, Mass: Harvard Business School Press.

Industrial Relations Services. n.d. 'Human Resource Management Journal'.

Institute of Personnel and Development. n.d. 'People Management'.

Jackson, Susan E., Randall S. Schuler, and Kaifeng Jiang. 2014. 'An Aspirational Framework for Strategic Human Resource Management'. *The Academy of Management Annals* 8(1):1-56. doi: 10.1080/19416520.2014.872335.

Jacobs, K. n.d. 'Why Investors Are Thinking about Human Capital'. *HR Magazine*.

Jiang, Kaifeng. 2012. 'Clarifying the Construct of Human Resource Systems: Relating Human Resource Management to Employee Performance'. *Human Resource Management Review* 22(2):73-85.

Kalmi, Panu, Andrew Pendleton, and Erik Poutsma. 2012. 'Bargaining Regimes, Variable Pay and Financial Participation: Some Survey Evidence on Pay Determination'. *The International Journal of Human Resource Management* 23(8):1643-59. doi: 10.1080/09585192.2012.661993.

Katz, Harry C., and Owen Darbishire. 2000. *Converging Divergences: Worldwide Changes in Employment Systems*. Vol. Cornell studies in industrial and labor relations. Ithaca, N.Y.: ILR.

Kearns, P. 2004. 'How Strategic Are You? The Six "killer" Questions'. *Strategic HR Review* (3(3):20-23.

Kehoe, R. R., D. P. Lepak, and F. S. Bentley. 2016. 'Lets Call a Star a Star: Task Performance, External Status, and Exceptional Contributors in Organizations'. *Journal of Management*. doi: 10.1177/0149206316628644.

Kehoe, Rebecca R., and Daniel Tzabbar. 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):709-27. doi: 10.1002/smj.2240.

Kersley, Barbara. 2006. *Inside the Workplace: Findings from the 2004 Workplace Employment Relations Survey*. London: Routledge.

Kersley, Barbara. 2013. *Inside the Workplace: Findings from the 2004 Workplace Employment Relations Survey*. Hoboken: Taylor and Francis.

Kinnie, Nicholas, Sue Hutchinson, John Purcell, Bruce Rayton, and Juani Swart. 2005. 'Satisfaction with HR Practices and Commitment to the Organisation: Why One Size Does Not Fit All'. *Human Resource Management Journal* 15(4):9-29. doi: 10.1111/j.1748-8583.2005.tb00293.x.

Kor, Yasemin Y., and Huseyin Leblebici. 2005. 'How Do Interdependencies among Human-Capital Deployment, Development, and Diversification Strategies Affect Firms' Financial Performance?' *Strategic Management Journal* 26(10):967-85. doi:

10.1002/smj.485.

Krausert, Achim. 2014a. 'HRM Systems for Knowledge Workers: Differences Among Top Managers, Middle Managers, and Professional Employees'. *Human Resource Management* 53(1):67–87. doi: 10.1002/hrm.21554.

Krausert, Achim. 2014b. 'HRM Systems for Knowledge Workers: Differences Among Top Managers, Middle Managers, and Professional Employees'. *Human Resource Management* 53(1):67–87. doi: 10.1002/hrm.21554.

Krausert, Achim. 2015. 'HRM Signals for the Capital Market'. *Human Resource Management* 55(6):1025–40. doi: 10.1002/hrm.21718.

Krausert, Achim. 2016a. 'HR Differentiation between Professional and Managerial Employees: Broadening and Integrating Theoretical Perspectives'. *Human Resource Management Review*.

Krausert, Achim. 2016b. 'HR Differentiation between Professional and Managerial Employees: Broadening and Integrating Theoretical Perspectives'. *Human Resource Management Review* (.

Legge, Karen. 2005. *Human Resource Management: Rhetorics and Realities*. Vol. Management, work and organisations. Anniversary ed. Basingstoke: Palgrave Macmillan.

Lepak, D. P., and S. A. Snell. 2002. 'Examining the Human Resource Architecture: The Relationships Among Human Capital, Employment, and Human Resource Configurations'. *Journal of Management* 28(4):517–43. doi: 10.1177/014920630202800403.

Lepak, David P., and Jason D. Shaw. 2008. 'Strategic HRM in North America: Looking to the Future'. *The International Journal of Human Resource Management* 19(8):1486–99. doi: 10.1080/09585190802200272.

Liu, X., D. D. van Jaarsveld, R. Batt, and A. C. Frost. 2014. 'The Influence of Capital Structure on Strategic Human Capital: Evidence From U.S. and Canadian Firms'. *Journal of Management* 40(2):422–48. doi: 10.1177/0149206313508982.

London School of Economics and Political Science. n.d. 'British Journal of Industrial Relations'.

Lorsch, J., and R. Khurana. n.d. 'The Pay Problem: Time for a New Paradigm for Executive Compensation'. *Harvard Magazine* 30–35.

Marchington, Mick, Adrian Wilkinson, and Chartered Institute of Personnel and Development. 2012. *Human Resource Management at Work*. 5th ed. London: Chartered Institute of Personnel and Development.

Marescaux, Elise, and Sophie De Winne. 2013. 'HR Practices and Affective Organisational Commitment: (When) Does HR Differentiation Pay Off?' *Human Resource Management Journal* 23(4):329–45.

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):329–49.

Miceli, Marcia, and Robert Heneman. 2000. 'Contextual Determinants of Variable Pay Plan Design: A Proposed Research Framework'. *Human Resource Management Review* 10(3):289–305.

Michie, Jonathan, and Maura Sheehan. 2005. 'Business Strategy, Human Resources, Labour Market Flexibility and Competitive Advantage'. *The International Journal of Human Resource Management* 16(3):445–64. doi: 10.1080/0958519042000339598.

Milkovich, George T. n.d.-a. *Compensation*. 12th ed. McGraw-Hill, 2016.

Milkovich, George T. n.d.-b. *Compensation*. 12th ed. McGraw-Hill, 2016.

Milkovich, George T. n.d.-c. *Compensation*. 12th ed. McGraw-Hill, 2016.

Millmore, Mike. 2007a. *Strategic Human Resource Management: Contemporary Issues*. Harlow, England: Financial Times/Prentice Hall.

Millmore, Mike. 2007b. *Strategic Human Resource Management: Contemporary Issues*. Harlow: Financial Times Prentice Hall.

Paauwe, J. n.d. *HRM and Performance : Achievements and Challenges*. Wiley 2013.

Paauwe, J., David Guest, and Patrick M. Wright. 2013. *HRM and Performance: Achievements and Challenges*. Chichester, West Sussex, UK: Wiley.

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):102–19.

Pfeffer, Jeffrey. 1998. *The Human Equation: Building Profits by Putting People First*. Boston, Mass: Harvard Business School.

Ployhart, Robert, and Thomas Moliterno. 2011. 'Emergence of the Human Capital Resource: A Multilevel Model'. *Academy of Management Review* 36(1):127–50.

Pohler, Dionne, and Chelsea Willness. 2014. 'Balancing Interests in the Search for Occupational Legitimacy: The HR Professionalization Project in Canada'. *Human Resource Management* 53(3):467–88. doi: 10.1002/hrm.21579.

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

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

Roberts, J. 2004. 'Chapter 4: Motivation in the Modern Firm'. Pp. 118–79 in *The modern firm: organizational design for performance and growth*. Oxford: Oxford University Press.

- Roberts, John. 2004. *The Modern Firm: Organizational Design for Performance and Growth*. Oxford: Oxford University Press.
- Rucci, Anthony J., Steven P. Kirn, and Richard T. Quinn. 1998. 'The Employee-Customer-Profit Chain at Sears'. *Harvard Business Review* 76(1):82–97.
- Scott A. Snell. 1992. 'Control Theory in Strategic Human Resource Management: The Mediating Effect of Administrative Information'. *The Academy of Management Journal* 35(2):292–327.
- Sengupta, Sukanya, Keith Whitfield, and Bob McNabb. 2007. 'Employee Share Ownership and Performance: Golden Path or Golden Handcuffs?' *The International Journal of Human Resource Management* 18(8):1507–38. doi: 10.1080/09585190701502620.
- Society for Human Resource Management (U.S.). n.d. 'HR Magazine'.
- Southern Management Association. n.d. 'Journal of Management'.
- Storey, John. 2007. *Human Resource Management: A Critical Text*. 3rd ed. London: Thomson Learning.
- Sweins, Christina, and Iiro Jussila. 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):231–47. doi: 10.1002/tie.20327.
- Thomas, Randall S., and Jennifer G. Hill. 2012. *Research Handbook on Executive Pay*. Vol. Research handbooks in corporate law and governance. Cheltenham, U.K.: Edward Elgar.
- Thomas, Randall S., and Jennifer G. Hill, eds. 2013. *Research Handbook on Executive Pay*. Vol. Research handbooks in corporate law and governance. Cheltenham, UK: Edward Elgar.
- Thunderbird, The American Graduate School of International Management. n.d. 'Thunderbird International Business Review'.
- Tremblay, Michel, Jerome Cote, and David B. Balkin. 2003. 'Explaining Sales Pay Strategy Using Agency, Transaction Cost and Resource Dependence Theories*'. *Journal of Management Studies* 40(7):1651–82. doi: 10.1111/1467-6486.00395.
- Ulrich, Dave, and Dick Beatty. 2001. 'From Partners to Players: Extending the HR Playing Field'. *Human Resource Management* 40(4):293–307. doi: 10.1002/hrm.1020.
- Ulrich, David. 2015a. *The Leadership Capital Index: Realizing the Market Value of Leadership*. First edition. Oakland, CA: Berrett-Koehler Publishers, Inc.
- Ulrich, David. 2015b. *The Leadership Capital Index: Realizing the Market Value of Leadership*. 1st ed. Oakland, CA: Berrett-Koehler Publishers, Inc.
- University of California, Berkeley. Graduate School of Business Administration. n.d. 'California Management Review'.

University of Michigan. Bureau of Industrial Relations. n.d.-a. 'Human Resource Management'.

University of Michigan. Bureau of Industrial Relations. n.d.-b. 'Human Resource Management'.

Wall, T. D. 2005. 'The Romance of Human Resource Management and Business Performance, and the Case for Big Science'. *Human Relations* 58(4):429–62. doi: 10.1177/0018726705055032.

Walton, Richard E., Paul R. Lawrence, Harvard University. Graduate School of Business Administration, and Human Resource Futures Colloquium. 1985. *HRM, Trends and Challenges*. Boston, Mass: Harvard Business School Press.

Wilkinson, Adrian. 2010. *The SAGE Handbook of Human Resource Management*. London: SAGE.

Wilkinson, Adrian. 2013. *The SAGE Handbook of Human Resource Management*. London: SAGE.

Wright, Patrick M., Gary C. McMahan, and Abigail McWilliams. n.d. 'Human Resources and Sustained Competitive Advantage: A Resource-Based Perspective.' *International Journal of Human Resource Management* 5(2):301–26.

Yan, Ming, Kelly Z. Peng, and Anne Marie Francesco. 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):407–24. doi: 10.1002/hrm.20428.

Yu, Kyoung-Hee, and Frank Levy. 2010. 'Offshoring Professional Services: Institutions and Professional Control'. *British Journal of Industrial Relations* 48(4):758–83. doi: 10.1111/j.1467-8543.2010.00812.x.