

# IB9EA0/IB9EAL: Strategic Human Resource Management

[View Online](#)

Academy of Management. (n.d.-a). Academy of Management journal.  
<http://webcat.warwick.ac.uk/search~S4?/tAcademy+of+Management+Journal/tacademy+of+management+journal/1%2C2%2C3%2CB/frameset&FF=tacademy+of+management+journal+online&1%2C1%2C>

Academy of Management. (n.d.-b). Academy of Management perspectives.  
<http://webcat.warwick.ac.uk/search~S4?/tAcademy+of+Management+Perspectives/tacademy+of+management+perspectives/1%2C2%2C2%2CB/frameset&FF=tacademy+of+management+perspectives+online&1%2C1%2C>

Academy of Management. (n.d.-c). Academy of Management review.  
<http://webcat.warwick.ac.uk/search~S4?/tAcademy+of+Management+Review/tacademy+of+management+review/1%2C2%2C3%2CB/frameset&FF=tacademy+of+management+review+online&1%2C1%2C>

Ashenfelter, O., & Card, D. E. (1999). Handbook of labor economics: Volume 3B: Vol. Handbooks in economics (1st ed). North-Holland.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/handbooks/15734463/3/part/PB>

Ashenfelter, O., Layard, R., & Card, D. E. (1986). Handbook of labor economics: Vol. Handbooks in economics (1st ed). 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.  
[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/258742?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/258742?seq=1#page_scan_tab_contents)

Balkin, D., & 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), 249–269.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S105348220000280>

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), 341–358.  
[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159047?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159047?seq=1#page_scan_tab_contents)

Bassi, L., & McMurrer, D. (2005). Developing Measurement Systems for Managing in the Knowledge Era. *Organizational Dynamics*, 34(2), 185–196.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S0090261605000185>

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

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001a). The HR scorecard: linking people, strategy, and performance. Harvard Business School Press.

Becker, B. E., Huselid, M. A., & Ulrich, D. (2001b). The HR scorecard: linking people, strategy, and performance. Harvard Business School Press.

Beer, M., Boselie, P., & Brewster, C. (2015). Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago. *Human Resource Management*, 54(3), 427–438. <https://doi.org/10.1002/hrm.21726>

Benson, G. S., Young, S. M., & Lawler III, E. E. (2006). High-involvement work practices and analysts' forecasts of corporate earnings. *Human Resource Management*, 45(4), 519–537. <https://doi.org/10.1002/hrm.20130>

Bizjak, J., Lemmon, M., & Naveen, L. (2008). Does the use of peer groups contribute to higher pay and less efficient compensation? *Journal of Financial Economics* (, 90(2), 152–168.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S0304405X08001475>

Black, B., Gospel, H., & Pendleton, A. (2008). The impact of equity markets and corporate governance on labour market flexibility. *The International Journal of Human Resource Management*, 19(10), 1792–1808. <https://doi.org/10.1080/09585190802323835>

Boxall, P. F. (n.d.-a). Strategy and human resource management (4th ed).

Boxall, P. F. (n.d.-b). Strategy and human resource management (4th ed).

Boxall, P. F. (n.d.-c). Strategy and human resource management (4th ed).

Boxall, P. F., & Purcell, J. (2016a). *Strategy and human resource management: Vol. Management, Work and Organisations* (Fourth edition). Palgrave.  
<http://lib.myilibrary.com?id=977385>

Boxall, P. F., & Purcell, J. (2016b). *Strategy and human resource management: Vol. Management, Work and Organisations* (Fourth edition). Palgrave.  
<http://lib.myilibrary.com?id=977385>

Boxall, P. F., & Purcell, J. (2016c). *Strategy and human resource management: Vol. Management, Work and Organisations* (Fourth edition). Palgrave.  
<http://lib.myilibrary.com?id=977385>

Boxall, P. F., Purcell, J., & Wright, P. (2008a). The Oxford handbook of human resource management [Electronic resource]. Oxford University Press.  
<http://0-dx.doi.org.pugwash.lib.warwick.ac.uk/10.1093/oxfordhb/9780199547029.001.0001>

Boxall, P. F., Purcell, J., & Wright, P. (2008b). The Oxford handbook of human resource management [Electronic resource]. Oxford University Press.  
<http://0-dx.doi.org.pugwash.lib.warwick.ac.uk/10.1093/oxfordhb/9780199547029.001.0001>

Boxall, P. F., Purcell, J., & Wright, P. M. (2007a). The Oxford handbook of human resource management: Vol. Oxford handbooks. Oxford University Press.

Boxall, P. F., Purcell, J., & Wright, P. M. (2007b). The Oxford handbook of human resource management: Vol. Oxford handbooks. Oxford University Press.

Brown, W. A., Forth, J., Bryson, A., & Whitfield, keith. (2009). The evolution of the modern workplace. Cambridge University Press.

Brown, W., Bryson, A., Forth, J., & Whitfield, K. (2009). The evolution of the modern workplace. Cambridge University Press.  
<http://lib.myilibrary.com/browse/open.asp?id=238869&entityid=https://idp.warwick.ac.uk/idp/shibboleth>

Campbell, B. A., Coff, R., & Kryscynski, D. (2012). Rethinking Sustained Competitive Advantage from Human Capital. *Academy of Management Review*, 37(3), 376–395.  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=76609305&site=eds-live&group=trial>

Cappelli, P., & Crocker-Heftner, A. (1999). Distinctive human resources are firms' core competencies. In *Strategic human resource management* (pp. 191–206). Blackwell Business.  
<https://contentstore.cla.co.uk/secure/link?id=91ea3097-5820-e711-80c9-005056af4099>

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), 159–163.  
<https://doi.org/10.1002/hrm.20058>

Cascio, W. F., & Boudreau, J. W. (2015). *Investing in people: financial impact of human resource initiatives* (Second edition). Pearson Education, Inc.

Chadwick, C. (2010). Theoretic insights on the nature of performance synergies in human resource systems: Toward greater precision. *Human Resource Management Review*, 20(2), 85–101.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482209000655>

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), 253–272.  
[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/25614652?seq=1#page\\_scan\\_tab](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/25614652?seq=1#page_scan_tab)

\_contents

Clinton, M., & Guest, D. (2013). Testing universalistic and contingency HRM assumptions across job levels. *Personnel Review*, 42(5), 529–551.  
<http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/docview/1425347518/16EF8F7A17524B6FPQ/2?accountid=14888>

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), 203–221.  
[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159029?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159029?seq=1#page_scan_tab_contents)

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), 135–145.  
[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159645?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/20159645?seq=1#page_scan_tab_contents)

Downes, P., & Choi, D. (2014). Employee reactions to pay dispersion: A typology of existing research. *Human Resource Management Review*, 24(1), 53–66.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482213000442>

EBSCO Publishing (Firm). (n.d.-a). Harvard business review.  
<http://webcat.warwick.ac.uk/search~S4/?tHarvard+Business+Review/tharvard+business+review/1%2C2%2C3%2CB/frameset&FF=tharvard+business+review&2%2C2>

EBSCO Publishing (Firm). (n.d.-b). Human resource management review.  
[http://webcat.warwick.ac.uk/search~S4/?tHuman+Resource+Management+Review/thuman+resource+management+review+online&1%2C1%2C](http://webcat.warwick.ac.uk/search~S4/?tHuman+Resource+Management+Review/thuman+resource+management+review/1%2C2%2C2%2CB/frameset&FF=thuman+resource+management+review+online&1%2C1%2C)

EBSCO Publishing (Firm). (n.d.-c). International journal of human resource management.  
<http://webcat.warwick.ac.uk/search~S4/?tInternational+Journal+of+Human+Resource+Management/tinternational+journal+of+human+resource+management/1%2C2%2C3%2CB/frameset&FF=tinternational+journal+of+human+resource+management+online&1%2C1%2C>

EBSCO Publishing (Firm). (n.d.-d). Journal of management studies.  
<http://webcat.warwick.ac.uk/search~S4/?tJournal+of+Management+Studies/tjournal+of+management+studies/1%2C2%2C3%2CB/frameset&FF=tjournal+of+management+studies+online&1%2C1%2C>

EBSCO Publishing (Firm). (n.d.-e). Strategic management journal.  
<http://webcat.warwick.ac.uk/search~S4/?tStrategic+Management+Journal/tstrategic+management+journal/1%2C2%2C3%2CB/frameset&FF=tstrategic+management+journal+online&1%2C1%2C>

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.  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=84930145&site=eds-live&group=trial>

Farndale, E., Paauwe, J., & Boselie, P. (2010). An exploratory study of governance in the intra-firm human resources supply chain. *Human Resource Management*, 49(5), 849-868.  
<https://doi.org/10.1002/hrm.20387>

Gartenberg, C., & Wulf, J. (2014). Pay harmony: Comparison and executive compensation (Issues 13-041). HSB working Paper.  
[http://www.people.hbs.edu/jwulf/PayHarmony\\_May\\_2013.pdf](http://www.people.hbs.edu/jwulf/PayHarmony_May_2013.pdf)

Gerhart, B., Rynes, S. L., & Fulmer, I. S. (2009). Pay and Performance: Individuals, Groups, and Executives. *The Academy of Management Annals*, 3(1), 251-315.  
<https://doi.org/10.1080/19416520903047269>

Grabke-Rundell, A., & Gomez Mejia, L. (2002). Power as a determinant of executive compensation. *Human Resource Management Review*, 12, 3-23.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482201000389>

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

Helfat, C. E., & Martin, J. A. (2015). Dynamic Managerial Capabilities. *Journal of Management*, 41(5), 1281-1312. <https://doi.org/10.1177/0149206314561301>

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

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

Hendry, C., Woodward, S., Harvey-Cook, J., & Gaved, M. (1999). Investors' Views of People Management. *Corporate Governance*, 7(4), 324-337.  
<https://doi.org/10.1111/1467-8683.00163>

Hodgkinson, G., & Ford, J. K. (Eds.). (2007). International review of industrial and organizational psychology: Volume 22: Vol. International review of industrial and organizational psychology. John Wiley. <https://doi.org/10.1002/9780470753378.ch2>

Holt Larsen, H., & Mayrhofer, W. (2006a). Managing human resources in Europe: a thematic approach [Electronic resource]. Routledge.  
<http://lib.myilibrary.com/browse/open.asp?id=56372&entityid=https://idp.warwick.ac.uk/idp/shibboleth>

Holt Larsen, H., & Mayrhofer, W. (2006b). Managing human resources in Europe: a thematic approach: Vol. Routledge global human resource management series. Routledge.

Hoque, K., & Bacon, N. (2008). Investors in People and training in the British SME sector. *Human Relations*, 61(4), 451–482. <https://doi.org/10.1177/0018726708091017>

Human capital reporting: Investing for sustainable growth. (2015). Chartered Institute of Personnel and Development.  
[http://www.valuingyourtalent.com/media/Investing%20for%20Sustainable%20Growth%20-%20PDF%20report\\_tcm1044-6813.pdf](http://www.valuingyourtalent.com/media/Investing%20for%20Sustainable%20Growth%20-%20PDF%20report_tcm1044-6813.pdf)

Human relations. (n.d.).  
<http://webcat.warwick.ac.uk/search~S4?/thuman+relations/thuman+relations/1%2C3%2C3%2CB/frameset&FF=thuman+relations&1%2C1%2C>

Huselid, M. A., Becker, B. E., & Beatty, R. W. (2005). *The workforce scorecard: managing human capital to execute strategy*. Harvard Business School Press.

Industrial Relations Services. (n.d.). Human resource management journal.  
<http://webcat.warwick.ac.uk/search~S4?/tHuman+Resource+Management+Journal/thuman+resource+management+journal/1%2C2%2C3%2CB/frameset&FF=thuman+resource+management+journal+online&1%2C1%2C>

Institute of Personnel and Development. (n.d.). People management.  
<http://webcat.warwick.ac.uk/search~S4?/tPeople+Management/tpeople+management/1%2C1%2C2%2CB/frameset&FF=tpeople+management&2%2C%2C2>

Jackson, S. E., Schuler, R. S., & Jiang, K. (2014). An Aspirational Framework for Strategic Human Resource Management. *The Academy of Management Annals*, 8(1), 1–56.  
<https://doi.org/10.1080/19416520.2014.872335>

Jacobs, K. (n.d.). Why investors are thinking about human capital. *HR Magazine*.  
<https://arlier.iii.com/nonret~S0&atitle=Why+investors+are+thinking+about+human+capital&title=HR+Magazine&aufirst=K&auinit=&aulast=Jacobs&issn=10473149&eissn=&coden=&volume=&issue=&spage=&epage=&quarter=&ssn=&date=Sept&sid=&reqtype3>

Jiang, K. (2012). Clarifying the construct of human resource systems: Relating human resource management to employee performance. *Human Resource Management Review*, 22(2), 73–85.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482211000520>

Kalmi, P., Pendleton, A., & Poutsma, E. (2012). Bargaining regimes, variable pay and financial participation: some survey evidence on pay determination. *The International Journal of Human Resource Management*, 23(8), 1643–1659.  
<https://doi.org/10.1080/09585192.2012.661993>

Katz, H. C., & Darbishire, O. (2000). *Converging divergences: worldwide changes in employment systems: Vol. Cornell studies in industrial and labor relations*. ILR.

Kearns, P. (2004). How strategic are you? The six "killer" questions. *Strategic HR Review* (,

3(3), 20–23.

[https://arlier.iii.com/nonret~S0&atitle=How+strategic+are+you?+The+six+killer%9D+questions&title=Strategic+HR+review+\(&aufirst=P&auinit=&aulast=Kearns&issn=17588537+14754398&eissn=&coden=&volume=3&amp;issue=3&spage=20&epage=23&quarter=&ssn=&date=2004&sid=&reqtype3](https://arlier.iii.com/nonret~S0&atitle=How+strategic+are+you?+The+six+killer%9D+questions&title=Strategic+HR+review+(&aufirst=P&auinit=&aulast=Kearns&issn=17588537+14754398&eissn=&coden=&volume=3&amp;issue=3&spage=20&epage=23&quarter=&ssn=&date=2004&sid=&reqtype3)

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

Kehoe, R. R., & 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), 709–727. <https://doi.org/10.1002/smj.2240>

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

Kersley, B. (2013). Inside the workplace: findings from the 2004 workplace employment relations survey [Electronic resource]. Taylor and Francis.  
<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.warwick.ac.uk/idp/shibboleth&dest=http://www.dawsonera.com/abstract/9780203390115>

Kinnie, N., Hutchinson, S., Purcell, J., Rayton, B., & Swart, J. (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.  
<https://doi.org/10.1111/j.1748-8583.2005.tb00293.x>

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

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

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

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

Krausert, A. (2016a). HR differentiation between professional and managerial employees: Broadening and integrating theoretical perspectives. *Human Resource Management Review*.

<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482216300778>

Krausert, A. (2016b). HR differentiation between professional and managerial employees:

Broadening and integrating theoretical perspectives. *Human Resource Management Review* (.

<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S1053482216300778>

Legge, K. (2005). *Human resource management: rhetorics and realities*: Vol. Management, work and organisations (Anniversary ed). Palgrave Macmillan.

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

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

Liu, X., van Jaarsveld, D. D., Batt, R., & Frost, A. C. (2014). The Influence of Capital Structure on Strategic Human Capital: Evidence From U.S. and Canadian Firms. *Journal of Management*, 40(2), 422–448. <https://doi.org/10.1177/0149206313508982>

London School of Economics and Political Science. (n.d.). British journal of industrial relations.

<http://webcat.warwick.ac.uk/search~S4?/tBritish+Journal+of+Industrial+Relations/tbritish+journal+of+industrial+relations/1%2C2%2C3%2CB/frameset&FF=tbritish+journal+of+industrial+relations+online&1%2C1%2C>

Lorsch, J., & Khurana, R. (n.d.). The pay problem: Time for a new paradigm for executive compensation. *Harvard Magazine*, 30–35.

<https://arlier.iii.com/nonret~S0&atitle=The+pay+problem:+Time+for+a+new+paradigm+for+executive+compensation&title=Harvard+Magazine&aufirst=J&auinit=&aulast=Lorsch&issn=00952427&eissn=&coden=&volume=&issue=&spage=30&epage=35&quarter=&ssn=&date=May-&sid=&reqtype3>

Marchington, M., Wilkinson, A., & Chartered Institute of Personnel and Development. (2012). *Human resource management at work* (5th ed). Chartered Institute of Personnel and Development.

Marescaux, E., & De Winne, S. (2013). HR practices and affective organisational commitment: (when) does HR differentiation pay off? *Human Resource Management Journal*, 23(4), 329–345.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/\(ISSN\)1748-8583](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1111/(ISSN)1748-8583)

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

<http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/docview/818546767/666B2E4E548442CAPQ/4?accountid=14888>

Miceli, M., & Heneman, R. (2000). Contextual Determinants of Variable Pay Plan Design: A

Proposed Research Framework. *Human Resource Management Review*, 10(3), 289–305.  
<http://0-www.sciencedirect.com.pugwash.lib.warwick.ac.uk/science/article/pii/S105348220000309>

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

Milkovich, G. T. (n.d.-a). Compensation (12th ed).

Milkovich, G. T. (n.d.-b). Compensation (12th ed).

Milkovich, G. T. (n.d.-c). Compensation (12th ed).

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

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

<http://lib.myilibrary.com/browse/open.asp?id=182991&entityid=https://idp.warwick.ac.uk/idp/shibboleth>

Paauwe, J. (n.d.). HRM and performance : achievements and challenges.

Paauwe, J., Guest, D., & Wright, P. M. (2013). HRM and performance: achievements and challenges. Wiley. <http://WARW.eblib.com/patron/FullRecord.aspx?p=1118507>

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), 102–119.

[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/3069287?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/3069287?seq=1#page_scan_tab_contents)

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

Ployhart, R., & Moliterno, T. (2011). Emergence of the Human Capital Resource: A Multilevel Model. *Academy of Management Review*, 36(1), 127–150.  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=55662569&site=eds-live&group=trial>

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

Porter, M. E., & Wayland, R. (1992). Capital Disadvantage: America's Failing Capital Investment System. *Harvard Business Review*, 70(5), 65–82.  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/direct.asp?db=bth&jid=HBR&scope=site>

Ramlall, S. J. (2003). Measuring Human Resource Management's Effectiveness in Improving

Performance. *Human Resource Planning*, 26(1), 51–62.

<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=10247767&site=eds-live&group=trial>

Roberts, J. (2004a). Chapter 4: Motivation in the modern firm. In *The modern firm: organizational design for performance and growth* (pp. 118–179). Oxford University Press.  
<https://contentstore.cla.co.uk/secure/link?id=58659a5c-c643-e611-80bd-0cc47a6bddeb>

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

<http://lib.myilibrary.com/browse/open.asp?id=81474&entityid=https://idp.warwick.ac.uk/idp/shibboleth>

Rucci, A. J., Kirn, S. P., & Quinn, R. T. (1998). The Employee-Customer-Profit Chain at Sears. *Harvard Business Review*, 76(1), 82–97.

<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/direct.asp?db=bth&jid=HBR&scope=site>

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.

[http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/256375?seq=1#page\\_scan\\_tab\\_contents](http://0-www.jstor.org.pugwash.lib.warwick.ac.uk/stable/256375?seq=1#page_scan_tab_contents)

Sengupta, S., Whitfield, K., & McNabb, B. (2007). Employee share ownership and performance: golden path or golden handcuffs? *The International Journal of Human Resource Management*, 18(8), 1507–1538. <https://doi.org/10.1080/09585190701502620>

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

<http://webcat.warwick.ac.uk/search/Y?searchtype=t&SORT=D&searcharg=HR+magazine&searchscope=4>

Southern Management Association. (n.d.). *Journal of management*.

<http://webcat.warwick.ac.uk/search~S4/?tjournal+of+management/tjournal+of+management/1%2C45%2C57%2CB/frameset&FF=tjournal+of+management&4%2C%2C6/indexsort=->

Storey, J. (2007). *Human resource management: a critical text* (3rd ed). Thomson Learning.

Sweins, C., & 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), 231–247. <https://doi.org/10.1002/tie.20327>

Thomas, R. S., & Hill, J. G. (2012). *Research handbook on executive pay: Vol. Research handbooks in corporate law and governance [Electronic resource]*. Edward Elgar.  
<http://0-www.elgaronline.com.pugwash.lib.warwick.ac.uk/view/9781849803960.xml>

Thomas, R. S., & Hill, J. G. (Eds.). (2013). *Research handbook on executive pay: Vol. Research handbooks in corporate law and governance*. Edward Elgar.

Thunderbird, The American Graduate School of International Management. (n.d.).

Thunderbird international business review.

<http://webcat.warwick.ac.uk/search~S4?/tThunderbird+International+Business+Review/tthunderbird+international+business+review/1%2C2%2C2%2CB/frameset&FF=tthunderbird+international+business+review+online&1%2C1%2C>

Tremblay, M., Cote, J., & Balkin, D. B. (2003). Explaining Sales Pay Strategy Using Agency, Transaction Cost and Resource Dependence Theories\*. *Journal of Management Studies*, 40 (7), 1651–1682. <https://doi.org/10.1111/1467-6486.00395>

Ulrich, D. (2015a). *The leadership capital index: realizing the market value of leadership* (First edition). Berrett-Koehler Publishers, Inc.

Ulrich, D. (2015b). *The leadership capital index: realizing the market value of leadership* (1st ed) [Electronic resource]. Berrett-Koehler Publishers, Inc.

<http://0-gse.publisher.ingentaconnect.com.pugwash.lib.warwick.ac.uk/content/bk/lcirmvl>

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

University of California, Berkeley. Graduate School of Business Administration. (n.d.). California management review.

<http://webcat.warwick.ac.uk/search~S4?/tCalifornia+Management+Review/tcalifornia+management+review/1%2C2%2C3%2CB/frameset&FF=tcalifornia+management+review+online&1%2C1%2C>

University of Michigan. Bureau of Industrial Relations. (n.d.-a). Human resource management.

<http://webcat.warwick.ac.uk/search~S4?/XHuman+Resource+Management&searchscope=4&SORT=D/XHuman+Resource+Management&searchscope=4&SORT=D&SUBKEY=Human+Resource+Management/1%2C60%2C60%2CB/frameset&FF=XHuman+Resource+Management&searchscope=4&SORT=D&11%2C1%2C>

University of Michigan. Bureau of Industrial Relations. (n.d.-b). Human resource management.

<http://webcat.warwick.ac.uk/search~S4?/tHuman+Resource+Management/thuman+resource+management/1%2C9%2C14%2CB/frameset&FF=thuman+resource+management+online&1%2C1%2C/indexsort=->

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

Walton, R. E., Lawrence, P. R., Harvard University. Graduate School of Business Administration, & Human Resource Futures Colloquium. (1985). *HRM, trends and challenges*. Harvard Business School Press.

Wilkinson, A. (2010). *The SAGE handbook of human resource management* [Electronic resource]. SAGE.

[http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk\\_humanresourcemanagmt](http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk_humanresourcemanagmt)

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

Wright, P. M., McMahan, G. C., & McWilliams, A. (n.d.). Human resources and sustained competitive advantage: a resource-based perspective. *International Journal of Human Resource Management*, 5(2), 301-326.

<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=5812660&site=eds-live&group=trial>

Yan, M., Peng, K. Z., & Francesco, A. M. (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), 407-424. <https://doi.org/10.1002/hrm.20428>

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