

# IB3620: Managing Human Resources

[View Online](#)

Ackroyd, Stephen. The Oxford Handbook of Work and Organization. electronic resource, Oxford University Press, 2006,  
<http://0-dx.doi.org.pugwash.lib.warwick.ac.uk/10.1093/oxfordhb/9780199299249.001.0001>

---. The Oxford Handbook of Work and Organization. Oxford University Press, 2005,  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2665822](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2665822).

Ackroyd, Stephen, and Paul Thompson. Organizational Misbehaviour. electronic resource, SAGE, 1999,  
<http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/books/organizational-misbehaviour>.

---. Organizational Misbehaviour. SAGE, 1999,  
[http://encore.lib.warwick.ac.uk/iii/encore/search/C\\_\\_SOrganizational%20misbehaviour\\_\\_Ff%3Afacetfields%3Atitle%3Atitle%3Atitle%3A%3A\\_\\_Ff%3Afacetmediatype%3Ah%3Ah%3AE-Book%3A%3A\\_\\_Orighresult\\_\\_U\\_\\_X0\\_\\_Ks%401999e%401999?lang=eng&suite=cobalt](http://encore.lib.warwick.ac.uk/iii/encore/search/C__SOrganizational%20misbehaviour__Ff%3Afacetfields%3Atitle%3Atitle%3Atitle%3A%3A__Ff%3Afacetmediatype%3Ah%3Ah%3AE-Book%3A%3A__Orighresult__U__X0__Ks%401999e%401999?lang=eng&suite=cobalt).

Armstrong, Michael, and Michael Armstrong. Armstrong's Handbook of Human Resource Management Practice. Eleventh ed, electronic resource, Kogan Page, 2009,  
<http://lib.myilibrary.com/browse/open.asp?id=231021&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

Armstrong, Michael, and Stephen Taylor. Armstrong's Handbook of Human Resource Management Practice. 14th edition, KoganPage, 2017.

Arthur, Winfred, Jr, et al. 'Personality Testing in Employment Settings: Problems and Issues in the Application of Typical Selection Practices'. Personnel Review, vol. 30, no. 5, 2001, pp. 657-76,  
<https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/214812080/fulltext/AAB8D6A3F1394188PQ/15?accountid=14888>.

Bach, Stephen. Managing Human Resources: Personnel Management in Transition. 4th ed, electronic resource, Blackwell Pub, 2005,  
<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.warwick.ac.uk/idp/shibboleth&dest=http://www.dawsonera.com/abstract/9781405152105>.

---. Managing Human Resources: Personnel Management in Transition. 4th ed, Blackwell Pub, 2005.

Bach, Stephen, and Martin Edwards. Managing Human Resources: Human Resource

Management in Transition. 5th ed, electronic resource, Wiley, 2012,  
<http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/book/10.1002/9781119208235>.

---. Managing Human Resources: Human Resource Management in Transition. 5th ed,  
electronic resource, Wiley, 2012,  
<http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/book/10.1002/9781119208235>.

---. Managing Human Resources: Human Resource Management in Transition. 5th ed,  
electronic resource, Wiley, 2012,  
<http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/book/10.1002/9781119208235>.

Bach, Stephen, and Martin R. Edwards. Managing Human Resources: Human Resource  
Management in Transition. 5th ed, electronic resource, Wiley, 2013,  
<http://WARW.ebilib.com/patron/FullRecord.aspx?p=1093957>.

---. Managing Human Resources: Human Resource Management in Transition. 5th ed,  
Wiley, 2013, <https://go.exlibris.link/bSRTDInc>.

---. Managing Human Resources: Human Resource Management in Transition. 5th ed,  
Wiley, 2013, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2653249](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2653249).

---. Managing Human Resources: Human Resource Management in Transition. 5th ed,  
Wiley, 2013, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2653249](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2653249).

Barker, James R. 'Tightening the Iron Cage: Concertive Control in Self-Managing Teams.'  
Administrative Science Quarterly, vol. 38, no. 3, 1993, pp. 408-37,  
<https://doi.org/10.2307/2393374>.

Barney, JB, and PM Wright. 'On Becoming a Strategic Partner: The Role of Human  
Resources in Gaining Competitive Advantage.' Human Resource Management, vol. 37, no.  
1, 1998, pp. 31-46,  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=cin20&AN=107272244&site=eds-live&group=trial>.

Baruch, Yehuda. 'Career Development in Organizations and beyond: Balancing Traditional  
and Contemporary Viewpoints'. Human Resource Management Review, vol. 16, no. 2,  
2006, pp. 125-38, <https://doi.org/10.1016/j.hrmr.2006.03.002>.

Batt, Rosemary, et al. 'The Globalization of Service Work: Comparative Institutional  
Perspectives on Call Centers: Introduction to a Special Issue of the "Industrial & Labor  
Relations Review"'. ILR Review, vol. 62, no. 4, 2009, pp. 453-88,  
<https://doi.org/10.1177/001979390906200401>.

Beardwell, Julie, and Tim Claydon. Human Resource Management: A Contemporary  
Approach. 6th ed, Financial Times/Prentice Hall, 2010,  
<http://lib.mylibrary.com/browse/open.asp?id=327528&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

---. Human Resource Management: A Contemporary Approach. 6th ed, electronic book,

Financial Times/Prentice Hall, 2010,  
<http://lib.myilibrary.com/browse/open.asp?id=327528&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

---. Human Resource Management: A Contemporary Approach. 6th ed, electronic book, Financial Times/Prentice Hall, 2010,  
<http://lib.myilibrary.com/browse/open.asp?id=327528&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

Beardwell, Julie, editor. Human Resource Management : A Contemporary Approach / Edited by Julie Beardwell and Amanda Thompson. Seventh edition.,  
<http://pugwash.lib.warwick.ac.uk/record=b2749516>.

---. Human Resource Management : A Contemporary Approach / Edited by Julie Beardwell and Amanda Thompson. Seventh edition.,  
<http://pugwash.lib.warwick.ac.uk/record=b2749516>.

---. Human Resource Management : A Contemporary Approach / Edited by Julie Beardwell and Amanda Thompson. Seventh edition.,  
<http://pugwash.lib.warwick.ac.uk/record=b2749516>.

---. Human Resource Management : A Contemporary Approach / Edited by Julie Beardwell and Amanda Thompson. MyiLibrary E-Book Collection. Seventh edition.,  
<http://pugwash.lib.warwick.ac.uk/record=b2749516>.

Beardwell, Julie, and Amanda Thompson, editors. Human Resource Management: A Contemporary Approach. Seventh edition, Pearson, 2014,  
<https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.warwick.ac.uk/idp/shibboleth&dest=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9781292002750>.

---, editors. Human Resource Management: A Contemporary Approach. Seventh edition, Pearson, 2014, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2749516](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749516).

---, editors. Human Resource Management: A Contemporary Approach. Seventh edition, Pearson, 2014.

---, editors. Human Resource Management: A Contemporary Approach. Seventh edition, Pearson, 2014.

---, editors. Human Resource Management: A Contemporary Approach. Seventh edition, Pearson, 2014.

Beer, Michael, et al. 'Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago'. Human Resource Management, vol. 54, no. 3, 2015, pp. 427–38, <https://doi.org/10.1002/hrm.21726>.

Blume, Brian, et al. 'Who Is Attracted to an Organisation Using a Forced Distribution Performance...' Human Resource Management Journal, vol. 23, no. 4, 2013, pp. 360–78, <https://doi.org/10.1111/1748-8583.12016>.

Boxall, Peter, et al. 'Analysing the "Black Box" of HRM: Uncovering HR Goals, Mediators,

and Outcomes in a Standardized Service Environment'. *Journal of Management Studies*, vol. 48, no. 7, 2011, pp. 1504–32, <https://doi.org/10.1111/j.1467-6486.2010.00973.x>.

Boxall, Peter F., and John Purcell. *Strategy and Human Resource Management*. 4th edition, vol. Management, work and organisations, Macmillan Education, 2016.

Bozionelos, N. 'When the Inferior Candidate Is Offered the Job: The Selection Interview as a Political and Power Game'. *Human Relations*, vol. 58, no. 12, 2005, pp. 1605–31, <https://doi.org/10.1177/0018726705061437>.

Bratton, John, and Jeffrey Gold. *Human Resource Management: Theory and Practice*. 4th ed, Palgrave, 2007.

---. *Human Resource Management: Theory and Practice*. 4th ed, Palgrave, 2007.

Buckley, M. Ronald, et al. *Research in Personnel and Human Resources Management*. electronic resource, Emerald, 2016, <http://0-www.emeraldinsight.com.pugwash.lib.warwick.ac.uk/0742-7301/34>.

Callaghan, George, and Paul Thompson. "'We Recruit Attitude': The Selection and Shaping of Routine Call Centre Labour". *Journal of Management Studies*, vol. 39, no. 2, 2002, pp. 233–54, <https://doi.org/10.1111/1467-6486.00290>.

Cappelli, P. 'Distinctive Human Resources Are Firms' Core Competencies'. *Strategic Human Resource Management*, edited by Randall S. Schuler and Susan E. Jackson, Blackwell Publishers, 1999, pp. 191–206, <https://contentstore.cla.co.uk/secure/link?id=667e4bf9-8743-e611-80bd-0cc47a6bddeb>.

Carbery, Ronan, editor. *Human Resource Management: A Concise Introduction*. Palgrave Macmillan, 2013.

---, editor. *Human Resource Management: A Concise Introduction*. Palgrave Macmillan, 2013.

---, editor. *Human Resource Management: A Concise Introduction*. Palgrave Macmillan, 2013.

---, editor. *Human Resource Management: A Concise Introduction*. Palgrave Macmillan, 2013, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3252236](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3252236) Search Results  
Previous result: Organisational behaviour : an introduction / edited by ... Go to details page  
Next result: Human resource management : a concise introduction / edited ... Go to details page  
Other Sources Classic catalogue See PathfinderPro Results Explore View MARC display Recently Added: People looking for this, may want these recent additions: Human resource management / edited by Ronan Carbery & ... Human resource management  
Human resource management : a concise introduction / edited ... Human resource management  
Handbook of international human resource development ... Handbook of international human resource development Reading Lists.

---, editor. *Human Resource Management: A Concise Introduction*. Palgrave Macmillan, 2013, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3252236](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3252236) Search Results  
Previous result: Organisational behaviour : an introduction / edited by ... Go to details page  
Next result: Human resource management : a concise introduction / edited ... Go to details

page Other Sources Classic catalogue See PathfinderPro Results Explore View MARC display Recently Added: People looking for this, may want these recent additions: Human resource management / edited by Ronan Carbery & ... Human resource management Human resource management : a concise introduction / edited ... Human resource management Handbook of international human resource development ... Handbook of international human resource development Reading Lists.

---, editor. Human Resource Management: A Concise Introduction. Palgrave Macmillan, 2013.

Carbery, Ronan, and Christine Cross, editors. Human Resource Management: A Concise Introduction. Palgrave Macmillan, 2013, <https://go.exlibris.link/WlhtZR4G>.

---, editors. Human Resource Management: A Concise Introduction. Palgrave Macmillan, 2013, <https://go.exlibris.link/WlhtZR4G>.

Chadwick, Clint. 'Theoretic Insights on the Nature of Performance Synergies in Human Resource Systems: Toward Greater Precision'. Human Resource Management Review, vol. 20, no. 2, 2010, pp. 85–101, <https://doi.org/10.1016/j.hrmr.2009.06.001>.

Colbert, Barry A. 'The Complex Resource-Based View: Implications for Theory and Practice in Strategic Human Resource Management'. Academy of Management Review, vol. 29, no. 3, 2004, pp. 341–58, <http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=13670987&site=eds-live&group=trial>.

Contu, Alessia, et al. 'Against Learning'. Human Relations, vol. 56, no. 8, 2003, pp. 931–52, <https://doi.org/10.1177/00187267030568002>.

Cooke, H. 'Examining the Disciplinary Process in Nursing: A Case Study Approach'. Work, Employment and Society, vol. 20, no. 4, 2006, pp. 687–707, <http://0-journals.sagepub.com.pugwash.lib.warwick.ac.uk/doi/pdf/10.1177/0950017006069809>.

Derbyshire, Helen. Gender Manual : A Practical Guide for Development Policy Makers and Practitioners. <http://pugwash.lib.warwick.ac.uk/record=b2086806>.

Doellgast, Virginia, et al. 'The Effects of National Institutions and Collective Bargaining Arrangements on Job Quality in Front-Line Service Workplaces'. ILR Review, vol. 62, no. 4, 2009, pp. 489–509, <https://doi.org/10.1177/001979390906200402>.

Doherty, Liz. 'Work-Life Balance Initiatives: Implications for Women'. Employee Relations, vol. 26, no. 4, 2004, pp. 433–52, <http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/docview/235198666?accountid=14888>.

EBSCO Publishing (Firm). International Journal of Human Resource Management. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb1741067](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1741067).

---. International Journal of Human Resource Management. [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb1741067](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb1741067).

---. Journal of Management Studies (Online) Journal of Management studies JMS.  
<http://pugwash.lib.warwick.ac.uk/record=b1742131>.

Edwards, Paul, and Judy Wajcman. The Politics of Working Life. Oxford University Press, 2005,  
<http://lib.myilibrary.com/browse/open.asp?id=75777&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

---. The Politics of Working Life. Oxford University Press, 2005,  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2749746](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749746).

Farndale, Elaine, et al. 'Context-Bound Configurations of Corporate HR Functions in Multinational Corporations'. Human Resource Management, vol. 49, no. 1, 2010, pp. 45-66, <https://doi.org/10.1002/hrm.20333>.

Fenley, Anthony. 'Models, Styles and Metaphors: Understanding the Management of Discipline'. Employee Relations, vol. 20, no. 4, 1998, pp. 349-64,  
<https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/235206430?accountid=14888>.

Fotaki, M. No Woman Is Like a Man (in Academia): The Masculine Symbolic Order and the Unwanted Female Body'.  
<http://0-journals.sagepub.com.pugwash.lib.warwick.ac.uk/doi/pdf/10.1177/0170840613483658>.

Frey, B., et al. Organizational Control Systems and Pay-for-Performance in the Public Service.  
<http://0-journals.sagepub.com.pugwash.lib.warwick.ac.uk/doi/10.1177/0170840613483655>.

Hammond, Keith. 'Why We Hate HR'. Fast Company, pp. 40-47,  
<https://0-search-proquest-com.pugwash.lib.warwick.ac.uk/docview/228823344?accountid=14888>.

Hendry, Chris, et al. 'Performance and Rewards: Cleaning out the Stables'. Human Resource Management Journal, vol. 10, no. 3, 2000, pp. 46-62,  
<https://doi.org/10.1111/j.1748-8583.2000.tb00026.x>.

Herriot, Peter. 'Selection and Self: Selection as a Social Process'. European Journal of Work and Organizational Psychology, vol. 11, no. 4, Dec. 2002, pp. 385-402,  
<https://doi.org/10.1080/13594320244000256>.

Hofstede, Geert. 'Cultural Constraints in Management Theories'. The Executive, vol. 7, no. 1, 1993, pp. 81-94,  
<http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=edsjsr&AN=edsjsr.4165110&site=eds-live&group=trial>.

Hoque, K. 'Equal Opportunities Policy and Practice in Britain.: Evaluating the "Empty Shell" Hypothesis'. Work, Employment & Society, vol. 18, no. 3, 2004, pp. 481-506,  
<https://doi.org/10.1177/0950017004045547>.

Hoque, Kim, and Mike Noon. 'Counting Angels: A Comparison of Personnel and HR

Specialists'. *Human Resource Management Journal*, vol. 11, no. 3, 2001, pp. 5–22, <https://doi.org/10.1111/j.1748-8583.2001.tb00042.x>.

Huang, Xianbi. 'Guanxi Networks and Job Searches in China's Emerging Labour Market: A Qualitative Investigation'. *Work, Employment & Society*, vol. 22, no. 3, 2008, pp. 467–84, <https://doi.org/10.1177/0950017008093481>.

Human Relations. <https://go.exlibris.link/GvS5yBHD>.

Human Resource Management.

[http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1002/\(ISSN\)1099-050X](http://0-onlinelibrary.wiley.com.pugwash.lib.warwick.ac.uk/journal/10.1002/(ISSN)1099-050X).

Industrial Relations Services. *Human Resource Management Journal (Online)* *Human Resource Management Journal*. <https://go.exlibris.link/HXkcyW2S>.

Institute of Personnel and Development. *People Management [Electronic Resource]* / Institute of Personnel and Development. *People Manag.* *People management PM* June 2011-.

<http://webcat.warwick.ac.uk/search~S4?/tPeople+Management+/tpeople+management/1%2C1%2C2%2CB/frameset&FF=tpeople+management&2%2C%2C2>.

Jackson, Susan E., et al. 'An Aspirational Framework for Strategic Human Resource Management'. *The Academy of Management Annals*, vol. 8, no. 1, 2014, pp. 1–56, <https://doi.org/10.1080/19416520.2014.872335>.

Jiang, Kaifeng, et al. 'Clarifying the Construct of Human Resource Systems: Relating Human Resource Management to Employee Performance'. *Human Resource Management Review*, vol. 22, no. 2, 2012, pp. 73–85, <https://doi.org/10.1016/j.hrmr.2011.11.005>.

Jones, Carol, and Richard Saundry. 'The Practice of Discipline: Evaluating the Roles and Relationship between Managers and HR Professionals'. *Human Resource Management Journal*, vol. 22, no. 3, 2012, pp. 252–66, <https://doi.org/10.1111/j.1748-8583.2011.00175.x>.

Kirsch, Laurie J., et al. 'Investigating the Antecedents of Team-Based Clan Control: Adding Social Capital as a Predictor'. *Organization Science*, vol. 21, no. 2, 2010, pp. 469–89, <https://doi.org/10.1287/orsc.1090.0458>.

Kirton, Gill, and Anne Marie Greene. *The Dynamics of Managing Diversity: A Critical Approach*. 3rd ed, electronic resource, Elsevier, 2010, <https://www.dawsonera.com/guard/protected/dawson.jsp?name=https://idp.warwick.ac.uk/idp/shibboleth&dest=http://www.dawsonera.com/abstract/9780080966175>.

---. *The Dynamics of Managing Diversity: A Critical Approach*. Fourth edition, Routledge, Taylor & Francis Group, 2016, <https://go.exlibris.link/3IntrmtC>.

Kolb, David A. *Experiential Learning: Experience as the Source of Learning and Development*. Second edition, Pearson Education, 2015.

---. *Experiential Learning: Experience as the Source of Learning and Development*. Prentice-Hall, 1984.

Learning & Development Trends | Reports | CIPD.

<https://www.cipd.co.uk/knowledge/strategy/development/surveys>.

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

---. *Human Resource Management: Rhetorics and Realities*. Anniversary ed, vol. Management, work and organisations, Palgrave Macmillan, 2005.

---. *Human Resource Management: Rhetorics and Realities*. Anniversary ed, vol. Management, work and organisations, Palgrave Macmillan, 2005.

Locke, Edwin A. 'Linking Goals to Monetary Incentives'. *The Academy of Management Executive* (1993-2005), vol. 18, no. 4, 2004, pp. 130-33, <http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=edsjsr&AN=edsjsr.4166133&site=eds-live&group=trial>.

'Making a Difference? The Use (and Abuse) of Diversity Management at the UKs Elite Law Firm'. *Work, Employment and Society*, vol. 24, no. 4, 2010, pp. 711-27, <http://0-journals.sagepub.com.pugwash.lib.warwick.ac.uk/doi/pdf/10.1177/0950017010380639>.

Making Sense of Career in a Big Four Accounting Firm'. <http://0-journals.sagepub.com.pugwash.lib.warwick.ac.uk/doi/pdf/10.1177/0011392111402734>.

Management Learning (Online) Management learning Management Learning (Online). <http://pugwash.lib.warwick.ac.uk/record=b1743009>.

Marchington, Mick, Adrian Wilkinson, Rory Donnelly, et al. *Human Resource Management at Work*. 6th edition, Chartered Institute of Personnel and Development, 2016.

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

Marsden, David. 'The Role of Performance-Related Pay in Renegotiating the "Effort Bargain": ...' *Industrial and Labor Relations Review*, vol. 57, no. 3, 2004, pp. 350-70, <https://doi.org/10.1177/001979390405700302>.

MCB University Press. *Personnel Review* (Online) Personnel review Pers. Rev. (Online) *Personnel Review* (Online). <http://webcat.warwick.ac.uk/search~S4?/tPersonnel+Review+/tpersonnel+review/1%2C2%2C3%2CB/frameset&FF=tpersonnel+review+online&1%2C1%2C/indexsort=->.

McDowall, Almuth, and Christopher Mabey. 'Developing a Framework for Assessing Effective Development Activities'. *Personnel Review*, vol. 37, no. 6, 2008, pp. 629-46, <http://0-search.proquest.com.pugwash.lib.warwick.ac.uk/docview/214805481?accountid=14888>.

Millmore, Mike. *Strategic Human Resource Management: Contemporary Issues*. Financial



- Times Prentice Hall, 2007,  
<http://lib.myilibrary.com/browse/open.asp?id=182991&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.
- Molyneux, Maxine, et al. *Gender Justice, Development, and Rights*. Oxford University Press, 2002.
- Molyneux, Maxine, and Shahra Razavi. *Gender Justice, Development, and Rights*. Oxford University Press, 2002, <https://go.exlibris.link/PsWvTzx4>.
- Noon, M. 'The Fatal Flaws of Diversity and the Business Case for Ethnic Minorities'. *Work, Employment & Society*, vol. 21, no. 4, 2007, pp. 773–84,  
<https://doi.org/10.1177/0950017007082886>.
- . 'The Shackled Runner: Time to Rethink Positive Discrimination?' *Work, Employment & Society*, vol. 24, no. 4, 2010, pp. 728–39, <https://doi.org/10.1177/0950017010380648>.
- Phipps, A., and I. Young. 'Neoliberalisation and Lad Cultures in Higher Education'.  
<http://0-journals.sagepub.com/pugwash.lib.warwick.ac.uk/doi/pdf/10.1177/0038038514542120>.
- Pichler, Shaun. 'The Social Context of Performance Appraisal and Appraisal Reactions: A Meta-Analysis'. *Human Resource Management*, vol. 51, no. 5, 2012, pp. 709–32,  
<https://doi.org/10.1002/hrm.21499>.
- Pilbeam, Stephen, and Marjorie Corbridge. *People Resourcing and Talent Planning: HRM in Practice*. 4th ed, Financial Times Prentice Hall, 2010.
- Purcell, John. 'Best Practice and Best Fit: Chimera or Cul-de-Sac?' *Human Resource Management Journal*, vol. 9, no. 3, 1999, pp. 26–41,  
<https://doi.org/10.1111/j.1748-8583.1999.tb00201.x>.
- Redman, Tom, et al., editors. *Contemporary Human Resource Management: Text and Cases*. Fifth edition, Pearson Education, 2017,  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3103006](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3103006).
- Redman, Tom, and Adrian Wilkinson. *Contemporary Human Resource Management: Text and Cases*. Fourth edition, Pearson, 2013,  
[http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3103006](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3103006).
- . *Contemporary Human Resource Management: Text and Cases*. Fourth edition, Pearson, 2013, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb3103006](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb3103006).
- Reynolds, M. 'Learning Styles: A Critique'. *Management Learning*, vol. 28, no. 2, 1997, pp. 115–33,  
<https://contentstore.cla.co.uk/secure/link?id=c913b145-5520-e711-80c9-005056af4099>.
- Riach, Kathleen. 'Managing "Difference": Understanding Age Diversity in Practice'. *Human Resource Management Journal*, vol. 19, no. 3, 2009, pp. 319–35,  
<https://doi.org/10.1111/j.1748-8583.2009.00096.x>.
- Roberts, John. *The Modern Firm: Organizational Design for Performance and Growth*.

Oxford University Press, 2004.

---. *The Modern Firm: Organizational Design for Performance and Growth*. Oxford University Press, 2004.

Schuler, Randall S., and Susan E. Jackson. *Strategic Human Resource Management*. 2nd ed, Blackwell, 2007.

Sisson, Keith. *Personnel Management: A Comprehensive Guide to Theory and Practice in Britain*. 2nd ed, Blackwell, 1994.

Snell, Scott A. 'Control Theory in Strategic Human Resource Management: The Mediating Effect of Administrative Information'. *Academy of Management Journal*, vol. 35, no. 2, 1992, pp. 292-327, <http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/login.aspx?direct=true&db=bth&AN=4396448&site=eds-live&group=trial>.

Soon, Ang, et al. 'Cultural Intelligence: Its Measurement and Effects on Cultural Judgment And...' *Management & Organization Review*, vol. 3, no. 3, 2007, pp. 335-71, <https://doi.org/10.1111/j.1740-8784.2007.00082.x>.

Storey, John. *Human Resource Management: A Critical Text*. 3rd ed, Thomson Learning, 2007.

---. *Human Resource Management: A Critical Text*. 3rd ed, Thomson Learning, 2007.

---. *Human Resource Management: A Critical Text*. 3rd ed, Thomson Learning, 2007.

---. *Managerial Prerogative and the Question of Control*. Routledge & Kegan Paul, 1983.

---, editor. *New Perspectives on Human Resource Management*. Routledge, Taylor & Francis Group, 2015, <http://lib.myilibrary.com/browse/open.asp?id=662749&entityid=https://idp.warwick.ac.uk/idp/shibboleth>.

---. *New Perspectives on Human Resource Management*. Routledge, 1989, [http://encore.lib.warwick.ac.uk/iii/encore/record/C\\_\\_Rb2749747](http://encore.lib.warwick.ac.uk/iii/encore/record/C__Rb2749747).

Sumelius, Jennie, et al. 'What Determines Employee Perceptions of HRM Process Features? The Case of Performance Appraisal in MNC Subsidiaries.' *Human Resource Management*, vol. 53, no. 4, 2014, pp. 569-92, <https://doi.org/10.1002/hrm.21604>.

Townley, Barbara. *Reframing Human Resource Management: Power, Ethics and the Subject at Work*. Sage, 1994.

Ulrich, Dave, et al. 'The State of the HR Profession.' *Human Resource Management*, vol. 52, no. 3, 2013, pp. 457-71, <https://doi.org/10.1002/hrm.21536>.

Vaiman, Vlad, and Chris Brewster. 'How Far Do Cultural Differences Explain the Differences between Nations? Implications for HRM.' *International Journal of Human Resource Management*, vol. 26, no. 2, 2015, pp. 151-64, <https://doi.org/10.1080/09585192.2014.937969>.

Wall, T. D. 'The Romance of Human Resource Management and Business Performance, and the Case for Big Science'. *Human Relations*, vol. 58, no. 4, 2005, pp. 429-62, <https://doi.org/10.1177/0018726705055032>.

Walton, Richard E. 'From Control to Commitment in the Workplace.' *Harvard Business Review*, vol. 63, no. 2, 1985, pp. 77-84, <http://0-search.ebscohost.com.pugwash.lib.warwick.ac.uk/direct.asp?db=bth&jid=HBR&scope=site>.

Warhurst, C., and D. Nickson. 'Employee Experience of Aesthetic Labour in Retail and Hospitality'. *Work, Employment & Society*, vol. 21, no. 1, 2007, pp. 103-20, <https://doi.org/10.1177/0950017007073622>.

Warr, Peter, and Kamal Birdi. 'Employee Age and Voluntary Development Activity.' *International Journal of Training & Development*, vol. 2, no. 3, 1998, pp. 190-204, <https://doi.org/10.1111/1468-2419.00047>.

Wilkinson, Adrian. *The SAGE Handbook of Human Resource Management*. electronic resource, SAGE, 2010, [http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk\\_humanresourcemgmt](http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk_humanresourcemgmt).

---. *The SAGE Handbook of Human Resource Management*. electronic resource, SAGE, 2010, [http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk\\_humanresourcemgmt](http://0-sk.sagepub.com.pugwash.lib.warwick.ac.uk/reference/hdbk_humanresourcemgmt).

Wolf, Alison, and Andrew Jenkins. 'Explaining Greater Test Use for Selection: The Role of HR Professionals in a World of Expanding Regulation'. *Human Resource Management Journal*, vol. 16, no. 2, 2006, pp. 193-213, <https://doi.org/10.1111/j.1748-8583.2006.00008.x>.

Work, Employment & Society (Online) Work, Employment & society Work Employ. Soc. (Online) Work, Employment and Society (Online) Some Providers Have Also Title: Work, Employment and Society. <http://webcat.warwick.ac.uk/search~S4?/tWork%2C+Employment+and+Society+/twork+employment+and+society/1%2C2%2C3%2CB/frameset&FF=twork+employment+and+society+online&1%2C1%2C/indexsort=->.

Xavier, Baeten. 'Shaping the Future Research Agenda for Compensation and Benefits Management: Some Thoughts Based on a Stakeholder Inquiry'. *Human Resource Management Review*, vol. 24, no. 1, 2014, pp. 31-40, <https://doi.org/10.1016/j.hrmr.2013.08.011>.

Zheltoikhova, Ksenia, and Nigel Heap. *Resourcing and Talent Planning Annual Survey Report 2017*. London: CIPD., [https://www.cipd.co.uk/Images/resourcing-talent-planning\\_2017\\_tcm18-23747.pdf](https://www.cipd.co.uk/Images/resourcing-talent-planning_2017_tcm18-23747.pdf).