

Cambridge University Press

978-0-521-87599-8 - Explaining the Performance of Human Resource Management

Steve Fleetwood and Anthony Hesketh

Frontmatter

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Explaining the Performance of Human Resource Management

Human resource departments increasingly use the statistical analysis of performance indicators as a way of demonstrating their contribution to organisational performance. In this book, Steve Fleetwood and Anthony Hesketh take issue with this 'scientific' approach by arguing that its pre-occupation with statistical analysis is misplaced because it fails to take account of the complexities of organisations and the full range of issues that influence individual performance. The book is split into three parts. Part I deconstructs research into the alleged link between people and business performance by showing that it cannot explain the associations it alleges. Part II attributes these shortcomings to the importation of spurious 'scientific' methods, before going on to suggest more appropriate methods that might be used in future. Finally, Part III explores how HR executives and professionals understand their work and shows how a critical realist stance adds value to this understanding through enhanced explanation.

STEVE FLEETWOOD is Professor of Employment Relations and HRM in Bristol Business School, University of the West of England, Bristol. His research focuses on philosophy of science and methodology as it is applied in social science, especially in organisation and management studies and economics. He has written extensively on critical realism.

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Michal Rosen-Zvi



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Table of Contents Explaining The Performance Of Human Resource Management

1. Understanding the eBook Explaining The Performance Of Human Resource Management
 - The Rise of Digital Reading Explaining The Performance Of Human Resource Management
 - Advantages of eBooks Over Traditional Books
2. Identifying Explaining The Performance Of Human Resource Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Explaining The Performance Of Human Resource Management
 - User-Friendly Interface
4. Exploring eBook Recommendations from Explaining The Performance Of Human Resource Management

- Personalized Recommendations
 - Explaining The Performance Of Human Resource Management User Reviews and Ratings
 - Explaining The Performance Of Human Resource Management and Bestseller Lists
5. Accessing Explaining The Performance Of Human Resource Management Free and Paid eBooks
 - Explaining The Performance Of Human Resource Management Public Domain eBooks
 - Explaining The Performance Of Human Resource Management eBook Subscription Services
 - Explaining The Performance Of Human Resource Management Budget-Friendly Options
 6. Navigating Explaining The Performance Of Human Resource Management eBook Formats
 - ePub, PDF, MOBI, and More
 - Explaining The Performance Of Human Resource Management Compatibility with Devices
 - Explaining The Performance Of Human Resource Management Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Explaining The Performance Of Human Resource Management
 - Highlighting and Note-Taking Explaining The Performance Of Human Resource Management
 - Interactive Elements Explaining The Performance Of Human Resource Management
 8. Staying Engaged with Explaining The Performance Of Human Resource Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Explaining The Performance Of Human Resource Management
 9. Balancing eBooks and Physical Books Explaining The Performance Of Human Resource Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Explaining The Performance Of Human Resource Management
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Explaining The Performance Of Human Resource Management
 - Setting Reading Goals Explaining The Performance Of Human Resource Management
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Explaining The Performance Of Human Resource Management

- Fact-Checking eBook Content of Explaining The Performance Of Human Resource Management
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
- Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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