



# A review of human resources management research

## The past 10 years and implications for moving forward

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679

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### Abstract

**Purpose** – The purpose of the paper is to present a review of the human resources (HR) research that has been published over the past ten years in discipline-based and hospitality-specific journals and identify key trends and opportunities for advancing future research.

**Design/methodology/approach** – The paper takes the form of a critical review of the extant literature in the general HR management and hospitality HR management fields.

**Findings** – A comparison of the findings shows a substantial degree of overlap in the themes and results that have been generated to date. However, several hospitality studies have identified a number of variables that appear to be particularly relevant for labor-intensive, service-focused settings. As such, context-specific factors should be considered in efforts to advance our understanding about the ways in which hospitality HR systems may impact a wide array of individual and organizational outcomes.

**Originality/value** – The results offer a foundation for advancing future hospitality HR research.

**Keywords** Hospitality, Staffing, Human resources, Performance appraisal, Training and development, Compensation and benefits

**Paper type** Literature review

### Introduction

The discipline-based research on human resources (HR) management has evolved considerably over the past decade. During this time period, scholars have taken an increasingly closer look at each of the major HR functions to learn more about the ways in which specific types of HR policies, practices and procedures may influence a wide array of individual and firm-level outcomes. In addition, there has been a growing interest in the use of strategic lenses to learn more about the ways in which HR systems may be leveraged to achieve key business objectives. New and more comprehensive frameworks have been presented, and the respective empirical findings have generated numerous insights about the nature of HR systems and how they can be designed and implemented to help companies improve their competitive position.

Similar trends have emerged in the HR research that has been published in hospitality-specific outlets. Indeed, considerable attention has been given to the ways in which each of the primary functional practices, as well as the HR system as a whole, can be leveraged to promote more effective work settings. Many of the hospitality-specific HR studies have been conducted – either explicitly or implicitly – to determine the extent to which the findings from the general domain apply to hospitality contexts. While the contributions of this type of study are generally quite modest, the results have been



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### **Table of Contents Human Resource Research Papers**

1. Understanding the eBook Human Resource Research Papers
  - The Rise of Digital Reading Human Resource Research Papers
  - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Research Papers
  - 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 Human Resource Research Papers
  - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Research Papers
  - Personalized Recommendations
  - Human Resource Research Papers User Reviews and Ratings
  - Human Resource Research Papers and Bestseller Lists

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