



An Introduction to Human Resource Management

By Nick Wilton

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Reflecting the global nature of the workplace with its use of real world examples and case studies, Nick Wilton's book is not another 'How to' of HRM in practice, but goes beyond the prescriptive approach to the practice of strategic HRM and encourages critical reflection to prepare students for the issues and dilemmas they could face in their careers.

Providing an introduction to the management of people in work organizations, it seeks to outline the purpose and operation of HRM activities in the 'real world', whilst situating practice in the context of associated debates and controversies played out in the parallel field of academic study. It adopts a critical perspective on the study and practice of HRM to provide the reader with an understanding not only of the potential for HRM to contribute to both improved organizational performance and individual well-being in the workplace, but also why it very often fails to achieve either of these positive outcomes and suggests that the management of people is not the exclusive preserve of HR specialists, but an area of interest or concern for all organizational actors.

The new edition comes packed with features that encourage readers to engage and relate theory to practice including:

- **Management skills and attributes** boxes outlining the required competencies of line managers and HR practitioners
- **HR in practice** boxes illustrating how HRM theory works in real world practice
- **Ethical insights** presenting ethical considerations for budding practitioners
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Aimed at students across the academic spectrum, whether studying on a specialist HRM or CIPD program of study, a generalist business and management programme or studying HRM as part of a programme in an unrelated discipline (such as engineering or humanities).

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Editorial Review

Review

A highly accessible book for all students with broad coverage of a wide range of HRM topics. The combination of research and practice results in an interesting insight into HRM. The new interactive ebook is a great addition. (Wendy Yellowley)

This book has become an established text, combining insights and examples that bring something fresh to the study of HRM. With its comprehensive format, it's an all-rounder and a staple on my bookshelf. Undoubtedly a rich resource for students and lecturers of HRM. (Dr. Shirley Barrett)

This is engaging and comprehensive in its coverage of HRM theory and practice. It is a 'must go to' text for both undergraduate, postgraduate, MBA and CIPD HRM students and HRM academics. (Dr. Kate Black)

I have been using this text with our executive MBAs for over three years now and it hasn't failed me yet. Wilton can always be relied on to provide the right balance between being based on sound theory without being too academic to put off practising managers. Another great reason for working with this text is the additional web resources and access to articles that accompany the text both for me and my students. It is a great support in instilling in existing and future managers the importance of good people practices and management if they want to build successful and ethical organisations. (Dr Ann Parkinson, Chartered FCIPD 2016-03-07)

About the Author

Nick Wilton is Associate Head of Department (Business and Management) and Senior Lecturer in HRM at Bristol Business School, University of the West of England, Bristol.

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