



## Reading list 2009–10

### 75 Human resource management

The current edition of the subject guide is the 2008 edition. This reading list was last updated in May 2009. Any queries about this reading list should be directed to [externalstudy@lse.ac.uk](mailto:externalstudy@lse.ac.uk).

#### Essential reading

##### Textbooks

- Bach, S. *Managing Human Resources*. (Oxford: Blackwell, 2005) fourth edition [ISBN 9781405118514].
- Claydon, T and J. Beardwell *Human Resource Management: A Contemporary Approach*. (Harlow: Prentice Hall, 2007) fifth edition [ISBN 9780273707639].
- Folger, R. and R. Cropanzano *Organisational Justice and Human Resource Management*. (Thousand Oaks, CA: Sage, 1998) [ISBN 9780803956872].
- EITHER** Marchington, M. and A. Wilkinson *Human Resource Management at Work* (London: CIPD, 2008) fourth edition [ISBN 9781843982005] **OR** Bratton, J. and J. Gold *Human Resource Management: Theory and Practice*. (Basingstoke: Palgrave, 2007) fourth edition [ISBN 9780230001749].
- Torrington, D L. Hall and S. Taylor *Human Resource Management*. (FT/Prentice Hall, 2008) seventh edition [ISBN 9780273710752].

##### Journal articles from the Online Library

- Ambrose, M., R.L Hess and K.S. Law 'The relationship between justice and attitudes: An examination of justice effects on event and system related attitudes', *Organizational Behavior and Human Decision Processes*, 103(1) 2007, pp. 21–36.
- Allen, N.J. and T.D. Hecht 'The "romance of teams": Toward an understanding of its psychological underpinnings and implications', *Journal of Occupational and Organizational Psychology*, 77 (2004), pp. 439–461
- Bettencourt, L.A., K.P. Gwinner and M.L. Meuter, 'A comparison of attitude, personality, and knowledge predictors of service-oriented organizational citizenship behavior', *Journal of Applied Psychology*, 86(1) 2001, pp. 29–41.
- Kelly, J. 'Does job redesign theory explain job redesign outcomes?' *Human Relations*, 45(8) 1992, pp.753–774
- Mueller, F., S. Procter and D. Buchanan 'Teamworking in its context(s): antecedents, nature and dimensions', *Human Relations*, 53(11) 2000, pp. 1387–1424.
- Parker, S., T.D. Wall and J.L. Cordery 'Future work design research and practice: Towards an elaborated model of work design', *Journal of Occupational and Organizational Psychology*, 74, 2001, pp. 413–440.
- Podsakoff, P.M., S.B. Mackenzie, J.B. Paine and D.G. Bachrach 'Organizational Citizenship Behaviors: A critical review of the theoretical and empirical literature and suggestions for future research', *Journal of Management*, 26(3) 2000, pp. 513–563.

##### Online coursepack/articles

Available to **download from the VLE** at: <http://emfss.elearning.london.ac.uk/>:

Conway, N., and R. Briner *Understanding Psychological Contracts at Work: A Critical Evaluation of Theory and Research*. (Oxford: Oxford University Press, 2005) [ISBN 9780199280650]. Chapter 9 Managing the psychological contract.

This article is **available online** from <http://eprints.lse.ac.uk/>

Coyle-Shapiro, J.A-M. and L. Shore 'The employee-organization relationship: Where do we go from here?' *Human Resource Management Review* (17) 2007, pp.166–179.

## Further reading

### Books

- Arnold, J., C. Cooper and I. Robertson *Work Psychology*. (London: Pitman, 1998) [ISBN 9780273628682]. Chapter 11.
- Bach, S. (ed) *Managing Human Resources: Personnel Management in Transition*. (London: Blackwell, 2005) fourth edition [ISBN 9781405118507].
- Boxall, P. J. Purcell and P. Wright *Oxford Handbook of Human Resource Management*. (Oxford: Oxford University Press, 2007) [ISBN 9780199282517].
- Bratton, J. and J. Gold *Human Resource Management: Theory and Practice*. (London: MacMillan, 2007) fourth edition [ISBN 9780230001749].
- Claydon, T and J. Beardwell *Human Resource Management: A Contemporary Approach*. (Harlow: Prentice Hall, 2007) fifth edition [ISBN 9780273707639]. Chapter 1 An introduction to HRM and Chapter 2 Strategic human resource management.
- Evans, J. 'Pay' in Hollinshead, G., P. Nicholls and S. Tailby (eds) *Employee Relations*. (London: Pitman, 2003) second edition [ISBN 9780273655862].
- Fisher, C. 'Performance management and performance management' in Leopold, J. and Watson T. Harris *The Strategic Managing of Human Resources*. (Harlow: Prentice Hall, 2005) [ISBN 9780273674306].
- Kirton, G. and A.-M. Greene *The dynamics of managing diversity: a critical approach*. (Oxford: Elsevier Butterworth-Heinemann, 2005) second edition [ISBN 9780750662178]. Chapters 5 and 6.

### Journal articles

- Bacon, N. and P. Blyton 'Union co-operation in a context of job insecurity: negotiated outcomes from teamworking', *British Journal of Industrial Relations*, 44(2) 2006.
- Barclay, J. 'Improving selection interviews with structure: organisations' use of "behavioural" interviews', *Personnel Review*, 30(1) 2001, pp. 81–101.
- Barrick, M., M. Mount and T. Judge 'Personality and performance at the beginning of the new millennium: what do we know and where do we go next?', *International Journal of Selection and Assessment*, 9 (1/2) 2001.
- Bolino, M.C., W.H. Turnley and B.P. Niehoff. 'The other side of the story: Re-examining prevailing assumptions about organizational citizenship behavior', *Human Resource Management Review*, 14(2) 2004, pp. 229–246.
- Capelli, P. 'Making the most of on-line recruiting', *Harvard Business Review*, 79(3) 2001, pp.139–148.
- Dickens, L. 'Beyond the business case: a three-pronged approach to equality action', *Human Resource Management Journal*, 9(1) 1999.
- Dickens, L. 'Re-regulation for gender equality: from "either/or" to "both"', *Industrial Relations Journal*, 37(4) 2006.
- Dundon, T., A. Wilkinson, M. Marchington and P. Ackers. 'The meaning and purpose of employee voice', *International Journal of Human Resource Management*, 15(6) 2004, pp.1149–70.
- Fernandez-Alles, M., G. Cuevas-Rodriguez and R. Valle-Cabrera 'How symbolic remuneration contributes to the legitimacy of the company: An institutional explanation', *Human Relations*, 59(7) 2006, pp.961–992.
- Frege, C. 'A critical assessment of the theoretical and empirical research on works councils', *British Journal of Industrial Relations*, 40(2)2002, pp.221–48.
- Fried, Y. and G. Ferris 'The validity of the job characteristics model: a review and meta-analysis', *Personnel Psychology*, 40, 1987, pp.287–322.
- Grint, K. 'What's wrong with performance appraisal? A critique and a suggestion'. *Human Resource Management Journal*, 3/3 Spring 1993.
- Grugulis, I. 'The contribution of National Vocational Qualifications to the growth of skills in the UK', *British Journal of Industrial Relations*, 41(3)2003, pp.457–475
- Guest, D. 'Is the psychological contract worth taking seriously?' *Journal of Organizational Behavior*, 19 Special issue, 1998, pp.649–664.
- Heery, E. 'Sources of Change in trade unions', *Work, Employment and Society*, 19, 2005, pp.91–106
- Hoque, K. 'The impact of Investors in People on employer-provided training, the equality of training provision and the 'training apartheid' phenomenon', *Industrial Relations Journal*, 39(1) 2008, pp.43–62.

- Hoque, K. and M. Noon 'Equal opportunities policy and practice in Britain: evaluating the "empty shell" hypothesis', *Work, Employment and Society*, 18(3) 2004.
- Huselid, M. 'The impact of human resource management practices on turnover, productivity, and corporate financial performance', *Academy of Management Journal*, 38(3) 1995, pp.645–670.
- Jewson, N. and D. Mason 'The theory and practice of equal opportunities policies: liberal and radical approaches', *Sociological Review*, 34(2) 1986.
- Kim, T. and K. Leung, 'Forming and reacting to overall fairness: A cross-cultural comparison', *Organizational Behavior and Human Decision Processes*, 104(1) 2007, pp. 83–95.
- Knights, D. and D. McCabe 'Bewitched, bothered and bewildered: the meaning and experience of teamworking for employees in an automobile company', *Human Relations*, 53(11) 2000, pp.1481–1517
- Kohn, A. 'Why Incentive Plans Cannot Work', *Harvard Business Review*, Sept–Oct (Issue 5) 1993, pp.54–63.
- Lewis, P. P. Ryan and H. Gospel 'A hard sell? The prospects for apprenticeship in British retailing', *Human Resource Management Journal*, 18(1) 2008, pp 3–19.
- Liff, S. 'Diversity and equal opportunities: room for a constructive compromise?' *Human Resource Management Journal*, 9(1) 1999.
- Li-yun, S., S. Aryee and K.S. Law 'High performance human resource practices, citizenship behaviour and organizational performance: A relational perspective', *Academy of Management Journal*, 50(3) 2007, pp.558–577
- Lloyd, C. and J. Payne 'Goodbye to all that? A critical re-evaluation of the role of the higher performance work organisation within the UK skills debate', *Work Employment and Society*, 20, 2006, pp.151–166.
- Loi, R., N. Hang-yue and S. Foley, 'Linking employees' justice perceptions to organizational commitment and intention to leave: The mediating role of perceived organizational support', *Journal of Occupational and Organizational Psychology*, 79, 2006, pp.101–120.
- Luthans, F. and S. Peterson, '360 degree feedback and systematic coaching', *Human Resource Management*, 42(3) 2002, pp.243–56,
- Mabey, C. 'Closing the Circle: participants views of a 360 degree feedback programme', *Human Resource Management Journal*, 11(1) 2001. pp.41–53.
- Marsden, D. and R. Richardson 'Performing for Pay? The Effects of 'Merit Pay' on Motivation in a Public Service Organisation', *British Journal of Industrial Relations*, 32(2) 1994, pp.243–261.
- Raja, U., G. Johns and F. Ntalianis 'The impact of personality on psychological contracts', *Academy of Management Journal*, 47(3) 2004, pp.350–367
- Restubog, S.D.L., P. Bordia and R.L. Tang 'Effects of psychological contract breach on performance of IT employees: The mediating role of affective commitment', *Journal of Organizational and Occupational Psychology*, 79, 2006, pp.299–306.
- Robinson, S.L., and E.W. Morrison 'The development of psychological contract breach and violation: a longitudinal study', *Journal of Organizational Behavior*, 21(5) 2000, pp.525–546.
- Sandberg, A. 'Volvo human-centred work organisation – the end of the road?' *New Technology, Work and Employment*, 8(2) 1994.
- Sethi, R., D. Smith and C. Whan Park, 'How to kill a team's creativity', *Harvard Business Review*, 80(8) 2002.
- Tekleab, A.G., K.M. Bartol and W.Liu, 'Is it pay levels or pay raises that matter to fairness and turnover?' *Journal of Organizational Behavior*, 26(8)2004, pp.899–921.
- Tsui, A.S., and J.B. Wu 'The new employment relationship versus the mutual investment approach: Implications for Human Resource Management', *Human Resource Management*, 44(2) 2005, pp.115–121.
- Wolf, A. and A. Jenkins 'Explaining greater test use for selection: the role of HR professionals in a world of expanding regulation', *Human Resource Management Journal*, 16(2) 2006, pp.193–213.

## Journals

The following journals should be consulted:

*Human Resource Management Journal*

*International Human Resource Management*

*British Journal of Industrial Relations*

## Making use of the Online library

- To help you read extensively, all External students have free access to the University of London Online library where you will find the full text or an abstract for many of the journal articles listed for this unit.
- The Online library is accessed via the Student Portal at <http://my.londonexternal.ac.uk/>
- For most journals, the username and password you need is the same as the one which you have been sent to use for logging in to the Student Portal.