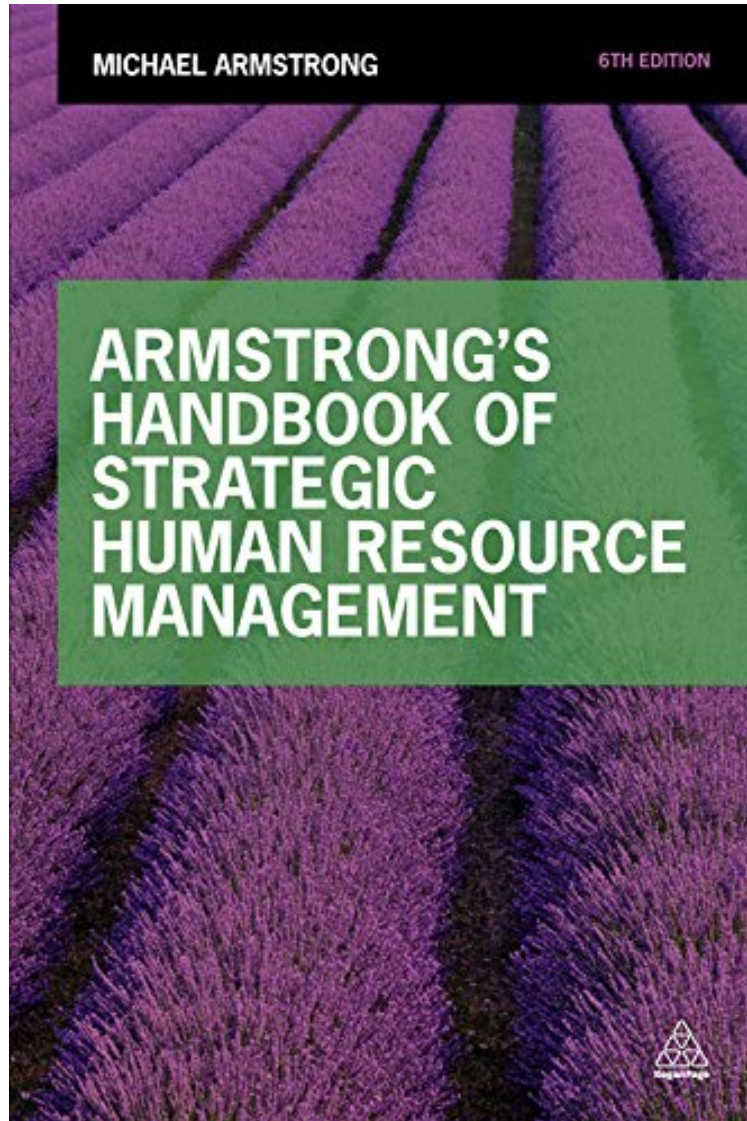


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Armstrong's Handbook of Strategic Human Resource Management

Michael Armstrong

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Michael Armstrong : Armstrong's Handbook of Strategic Human Resource Management before purchasing it in order to gauge whether or not it would be worth my time, and all praised Armstrong's Handbook of Strategic Human Resource Management:

0 of 0 people found the following review helpful. Three Stars By Trevor James very insightful 0 of 0 people found the following review helpful. Worth a look By Darren Ingram_dot_com Making human resources (HR) into a strategic function, delivered in a practical form with strong reliance on supporting theory, is the objective of this somewhat classic book, now in its sixth edition, transferring everything to a new abbreviation of SHRM (strategic human

resource management). This new revision adds developments in the subject such as human capital management, corporate social responsibility, employee engagement, talent management and corporate development. It does what it promises and provides a fairly comprehensive overview to the subject, yet maybe the book is starting to show its age. It feels like a venerable classic car that needs to be stripped down to its core components and undergo a heavy service to keep it "on the road" for many more years to come. The book, was a bit of a heavy read. Overly academic at times, uncoordinated or disjointed at other times. Yet the content is still good, make no mistake about that, but it is not as accessible and easily read as it could be. So a bit of a "spring clean" is in order; this is not a bad thing since the book first came out in 1992 and has been steadily changed and amended in the intervening years. There is no shortage of HR-related books on the market. This still has the capability to be a vital reference companion, yet it is starting to show its age and it would be a shame if its mass of knowledge and guidance would be overlooked by a reader in a hurry because it starts to feel as impenetrable as a foggy night in a dark city. If you have a need for a book like this, it is still worth checking it out, but prepare yourself for not-quite plain reading along the way. It can be worth the sacrifice and the odd stumble; being forewarned is forearmed.

Strategic human resource management has been taken up by academics, consultants and practitioners alike. However, the integration of human resource strategy with overall business strategy is often easier in theory than in practice. Armstrong's Handbook of Strategic Human Resource Management provides a bridge between theory and practice, serving as a guide both to formulating human resource strategies and to implementing them. This completely revised sixth edition examines HRM and SHRM as well as organizational and functional strategies from a practical standpoint. It includes brand new chapters on developing and delivering HR strategy, implementing individual performance strategies, creating and executing a corporate social responsibility strategy as well as a new discussion of international HRM strategies. Full of case studies, checklists and practical examples, Armstrong's Handbook of Strategic Human Resource Management is an indispensable resource for all those who are involved in putting complex strategy into practice to effect positive and productive change. Online supporting resources include lecture slides, an instructor's manual and a student's manual complete with a bibliography and glossary.

Praise for the previous editions: