



# Human Resource Management: Theory and Practice

*John Bratton, Jeffrey Gold*

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## **Human Resource Management: Theory and Practice** John Bratton, Jeffrey Gold

The second edition of this extensively revised text provides a critical evaluation of current developments in human resource management (HRM) through a fresh user-friendly and international approach. It balances a comprehensive overview of HRM theory--the latest ideas, theories, and research findings--with a close examination of developing HRM practices illustrated by numerous case studies.

*Human Resource Management: Theory and Practice, Second Edition*, was written specifically to fulfill the need of introductory undergraduate and graduate courses for a rigorous analysis of HRM. For some time there has been a tendency of textbooks on personnel/human resource management to be much more prescriptive than analytical. This edition's purpose is to provide the reader with a comprehensive knowledge and understanding of the latest relevant theories, practices, and functional activities of HRM on a global basis.

This book is divided into five major parts: Part I introduces the nature and role of HRM and addresses some of the controversial theoretical issues surrounding the HRM discourse; Part II reviews the external contexts that affect HRM policies and actions inside the organization; Parts III and IV examine the key human resource practices that comprise the HRM cycle; and Part V addresses some of the developments in communications and employee relations.

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