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Titolo	Influencing organizational effectiveness : a critical take on the HR contribution / / Linda Holbeche
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Descrizione fisica	1 online resource (435 pages) : illustrations
Disciplina	658.3
Soggetti	Manpower planning Strategic planning Personnel management Organizational effectiveness
Lingua di pubblicazione	Inglese
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Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	section I. Context -- section II. Managerialism and HRM -- section III. The impact of the new work culture on employees -- section IV. Phoenix out of the ashes? -- section V. HR influencing organizational effectiveness.
Sommario/riassunto	In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time. She considers the characteristics and effects of the neo-liberal work culture of new capitalism, and how HRM practices have contributed to shaping this work culture. Influencing Organizational Effectiveness challenges mainstream thinking around business strategy, change and organizational effectiveness, and about the roles of HRM and management. While the overall tone of the book is critical, Holbeche argues that HRM can play an active role in giving voice to employees and advancing organizational effectiveness. Grounded in research, this book includes reflective questions, case studies and helpful guidelines to support HRM and organizational development professionals and master's-level students. It illustrates what 'better' might look like and

how HRM can contribute to a new definition of effectiveness which is aligned to the needs of modern organizations.

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