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Altri autori (Persone)	PaauweJaap GuestDavid <1944-> WrightPatrick M
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Nota di contenuto	HRM and Performance: Achievements and Challenges; Copyright; Contents; Preface; Editor Biographies; Author Biographies; Chapter 1: HRM and Performance: What Do We Know and Where Should We Go?; What do we know about the HRM-performance relationship?; Theoretical ambiguity; Empirical invalidity; Which HRM practices?; How should HRM practices be measured?; What is performance?; How are HRM practices implemented?; How do HRM practices impact performance?; How do we statistically model the HRM-performance relationship?; Answering the unanswered questions Chapter 2: HRM, Well-Being and Performance: A Theoretical and Empirical ReviewIntroduction; Conceptual focus and definitions; Human resource management; Employee well-being; Organizational performance; Alternative models of the HRM-WB-OP relationship; Theoretical arguments and analytical approaches; Well-being-performance relationship; HRM-well-being relationship; Perceived working conditions-well-being link; HRM-perceived working conditions link; Conclusion; Review of research on the HRM-WB-OP relationship;

Happiness well-being; Health-related well-being; Conclusion
Contextual and contingency factors Role of national institutions and
legislation; Role of trade unions; Sector/branch of industry;
Organizational turbulence; Demographic characteristics and
composition of the workforce; Conclusion; Suggestions for future
research; Conclusions; Chapter 3: Building Highly-Performing Work
Systems: Analysing HR Systems and Their Contribution to Performance;
The analytical approach to HRM; HPWSs: background and critique;
Going forward: studying HR systems and their contribution to
performance; Contexts and business models; Mediators and methods
Mutuality and sustainability Conclusions; Chapter 4: Reconceptualizing
Fit in Strategic Human Resource Management: 'Lost in Translation?';
Abstract; Introduction; Best-fit approaches in human resource
management; The early fit models and the next generation fit models
in HRM; Content approaches; Process approaches; The strength of
interaction; Alignment of dominant goals; Organizational fit;
Institutional fit; Implementation; Dynamic capabilities; Missing
elements; Integration of fit approaches and discussion
Proposition 1: An effective HR system requires optimizing the level of
strategic fit and 'satisficing' the level of institutional fit Proposition 2:
Both the first and second stages of the framework are needed for
effectiveness; Proposition 3: Aligned strategic, internal and
organizational fit will be positively related to labour productivity;
Proposition 4: Institutional fit will be positively related to social
legitimacy; Proposition 5: Achieving a dynamic fit is positively related to
organizational flexibility
Proposition 6: The different types of fit together can form a unique
gestalt or configuration, which could lead to a sustained competitive
advantage

Sommario/riassunto

The link between HRM and performance has become an important
policy issue at both a national and a corporate level. HRM and
Performance draws on the knowledge and expertise of a number of
leading international scholars in the field of HRM to provide a
comprehensive overview of the current state of HRM and identify
fruitful directions for theory, research and practice. A central question
throughout is - what's next for HRM and what are the keys to the future
of managing people and performance?
