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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?
