

Handout

Recommended Reading



CourageousHR works with HR leaders and Communities to identify their distinctive contribution and then make it, both culturally and operationally, an organisational reality.

Contact Details



+ 44 (0) 845 862 1767 or enquiries@courageoushr.com



www.courageoushr.com

Books

Legge, K., Human Resource management: Rhetorics and realities. Anniversary edition

Michaels, E., Handfield-Jones, H. and Axelrod, B., The war for talent (Watertown, MA, Harvard Business School Press, 2001)

Story, J. Developments in the management of Human Resources: An analytical review (Oxford, Blackwell Business, 1992).

Ulrich, D., Human Resource Champions: The next agenda for adding value and delivering results (Boston, Harvard Business School Press, 1997).

Ulrich, D. and Brockbank, W., HR and the value proposition (Boston, Harvard Business School Press, 1995).

BIDWELL,M.,KOCHAN,T.and BURTON,D.(2006)The future of the HR function .Boston, MA: Veritude.

GOLDSMITH,M., GANDOSSY,R. and EFRON, M. (eds). Human resources in the 21st century. Hoboken, NJ: John Wiley.

LOSEY,M.,MEISINGER,S. and ULRICH,D. (eds) The future of human resource management. Hoboken, NJ: Wiley.

REILLY,P. and WILLIAMS,T.(2006)Strategic HR building the capability to deliver. London: Gower.

TYSON,S. and FELL,A.(1986)Evaluating the personnel function. London: Hutchinson.

TYSON,S. and YORK,A.(2000)Essentials of HRM.4th ed. Oxford: Butterworth-Heinemann.

Lawler, E.E., Boudreau, J.W. and Mohrman, S.A., Achieving strategic excellence: An assessment of human resource organizations (Stanford, CA, Stanford Business Books, 2006)

Ashton, C. and Lambert, A., The future of HR: creating a fit for purpose function (London, CRF Publishing, 2005).

SPARROW,P. and MARCHINGTON,M.(eds) Human resource management: the new agenda. London: Pitman.

Articles

Human Resources

Ashton, C. and Morton, L., 'Managing talent for competitive advantage', *Strategic HR Review*, Vo. 4, issue 5, July/August 2005. pp. 28-31.

Boudreau, J.W. and Ramstad, P.M., 'Talentship and HR measurement and analysis: From ROI to strategic organizational change', *Human Resource Planning*, 29(1), 2006, pp. 25-33.

Boudreau, J.W. and Ramstad, P.M., 'Talentship and the new paradigm for Human Resource Management: From professional practices to strategic talent decision science', *Human Resource Planning*, 28(2), 2005, pp. 17-26.

Buckingham, M., and Vosburgh, R.M., The 21st century human resources function: It's the talent stupid! *Human Resource Planning*, 24(4), 2001, pp. 17-23.

Cabrera, E. and Cabrera, A. (2003) Strategic human resource evaluation. *Human Resource Planning*. Vol.26, No.1.pp41 –50.

Caldwell, R., 'The changing role of Personnel managers: Old ambiguities, new uncertainties', *Journal of Management Studies*, Vol. 40, No. 4, June 2003, pp.983-1004.

Deloitte Consulting (2006) Global HR transformation. Survey report. [online].New York: Deloitte Touche Tohmatsu.

Eisenstat, R. (1996) What corporate human resources brings to the picnic: four models for functional management. *Organizational Dynamics*. Vol.25,No.2.pp7 –23.

Fragher, J., 'Spotlight on talent' *Personnel Today*, 10 October 2006, pp. 32-33.

Francis, H. and Keegan, A., 'Slippery slope', *People Management*, 30 June 2005, pp. 26-31

Frank, F.D. and Taylor, C.R., Talent management: Trends that will shape the future. *Human Resource Planning*, 27 (1), 2004, pp. 33-41.

Glover, C., 'Capital venture', *People Management*, 12 July 2001, pp. 24-29.

Guest, D.. Voices from the boardroom. Research report. (London, Chartered Institute of Personnel and Development, 2001).

Guest, D. and King, Z., 'Power, innovation and problem-solving: The Personnel Managers' three steps to heaven?', *Journal of Management Studies*, Vol. 41, No. 3, May 2004, pp.401-426.

Hammonds, K. (2005) Why we hate HR. *Fast Company*. Issue 98. August. p40.

Hansen, F. 'What is talent?', *Workforce Management*, Vol. 86, Issue 1, pp. 12-13.

Kates, A. '(Re) Designing the HR organization', *Human Resources Planning*, 29 (2), 2006, pp.22-30.

Lawler III, E.E. and Mohrman, S.A., Beyond the Vision: What Makes HR Effective? *Human Resource Planning*, Vol. 23, Issue 4, 2000, pp. 10-20

Lawler III, E.E. and Mohrman, S.A., HR as a strategic partner: What does it take to make it happen? Human Resource Planning.Vol.26, No.3, 2003, pp.15 –29

Lewis, R.E. and Heckman, R.J., 'Talent management: A critical review', Human Resource Management Review, Vol. 16, 2006, pp. 139-154.

MaMahan, G.C., Mohrman, S.A. and Lawler III, E.E., 'The current practice of the Human Resources function', Human Resource Planning, 19 (4), 1996, pp. 11-13.

Thornhill, A. and Saunders, M.(1998)What if line managers don 't realize they 're responsible for HR? Personnel Review.Vol.27,No.6.pp460 –476.

BELCOURT,M.(2001)Measuring and managing the HR function: a guide for boards. Ivey Business Journal .January/February.

BUYENS,D. and DE VOSS,A.(2001)Perceptions of the value of the HR function. Human Management Journal. Vol.11,No.3.pp70 –89.

CALDWELL,R.(2001)Champions, adapters, consultants and synergists: the new change agents in HRM. Human Resource Management Journal.Vol.11,No.3.pp39 –52.

IRS. Roles and responsibilities 2006:benchmarking the HR function. IRS Employment Review.No.839. 20 January.pp9 –17.

LEGG,K.(1999)Representing people at work. Organization .Vol.6,No.2.pp247 –264.

MCGOVERN,P.,GRATTON,L.,HOPE-HAILEY,V. and TRUSS,C.(1997)Human resource management on the line? Human Resource Management Journal.Vol.7, pp12 –29.

TAMKIN,P.,REILLY,P. and HIRSCH,W.(2005)Changing career paths in HR. London: Chartered Institute of Personnel and Development.

About CourageousHR

At CourageousHR we work with HR Professionals like you to help you create innovative people solutions and courageously apply them. We help you to bridge the gap between academic vision and consulting rhetoric to guide and inspire you and your HR Community to move from being 'followers' to leaders.

Our passion and thinking comes from our experiences, research and a belief that 'tomorrow doesn't have to be the same as today'. Our reach is global and we happily work with clients throughout the world and across a wide range of industries.