



Preface

This tenth edition of *A Handbook of Human Resource Management Practice* contains many additions and revisions. It refers to major developments in HR practice in the last two to three years such as the development of the theory and practice of human capital management, talent management and approaches to learning and development, all covered in new or substantially revised chapters. Reference is also made to a number of significant research projects including those conducted by the CIPD, IES and e-reward. Chapters on the following subjects have been either wholly replaced or extensively revised in the light of new concepts of good practice, the experience of the author as a practitioner and the outcomes of research:

- human resource management;
- role of the HR function;
- role of the HR practitioner;
- strategic human resource management;
- competency-based HRM;
- the delivery of learning and training;
- performance management;
- reward management fundamentals;
- grade and pay structures.

The plan of the handbook is illustrated in the 'route map' shown in Figure 0.1.

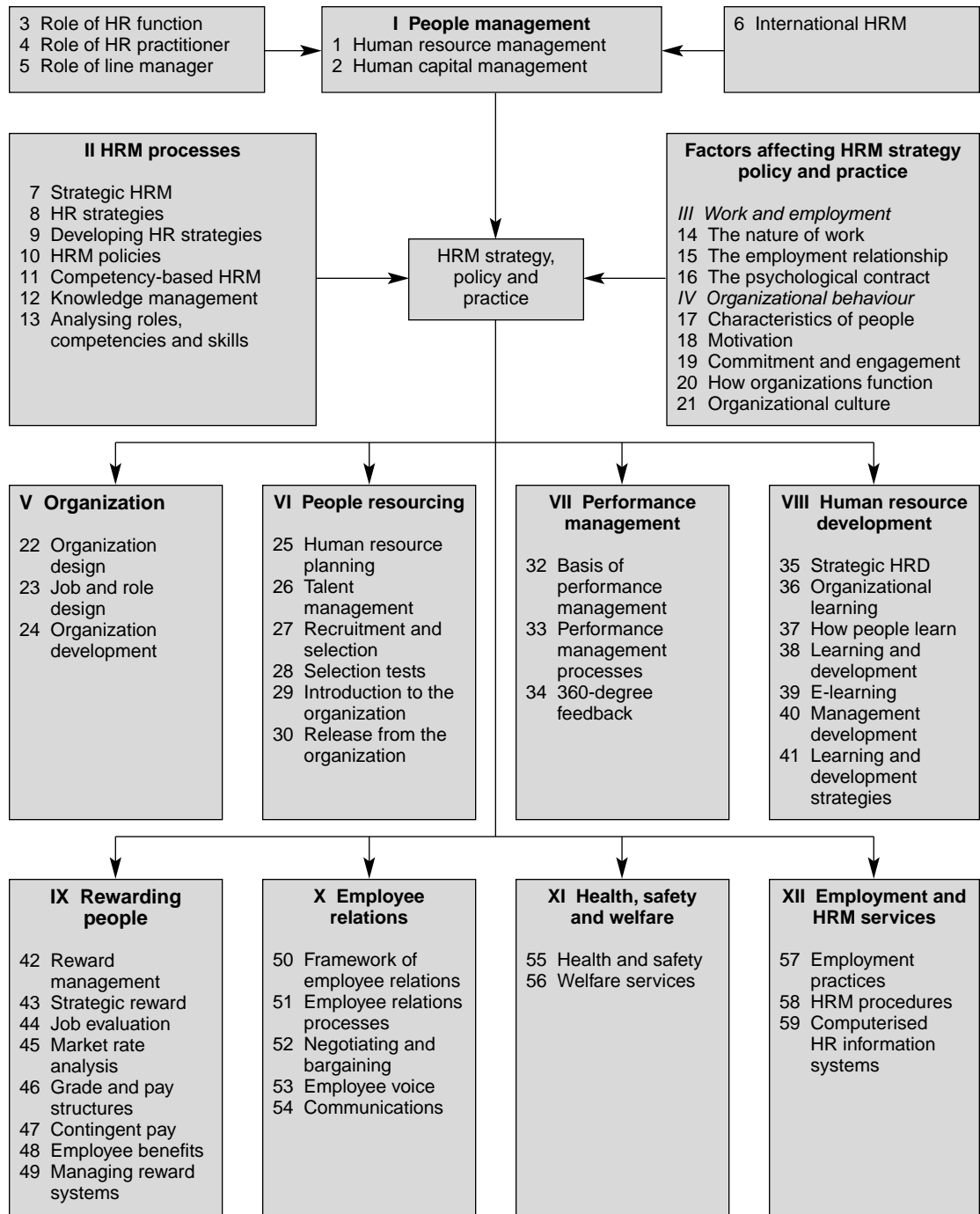


Figure 0.1 Route map