



Human Resource Management

The Key Concepts

Edited by
Chris Rowley and Keith Jackson

ROUTLEDGE



KEY GUIDES

HUMAN RESOURCE MANAGEMENT

‘This book is a great starting place to develop an understanding of the important issues and challenges in the field of HRM. It is a *must* for business students and the busy professional manager alike.’

John Benson, *University of South Australia*

‘This collection covers all of the main functions associated with people management. Each essay provides a valuable shorthand to understanding the content of the function covered and the contested debates around it.’

Paul Sparrow, *Lancaster University, UK*

Human Resource Management: The Key Concepts is a concise, current and jargon-free guide that covers the main practices and theories that constitute human resource management (HRM). The entries, defined and discussed by an international range of expert contributors, are drawn from the following areas:

- employee resourcing
- employee rewards
- employee development
- employee relations.

Fully cross-referenced and with suggestions for further reading, this book is a valuable reference for students and professionals seeking to understand more about the what, why and how of HRM across a range of national, industrial and organisational contexts.

Chris Rowley is the inaugural professor of HRM and founding director of the Centre for Research in Asian Management at Cass Business School, City University London, UK. His books for Routledge include *The Changing Face of Management in China* with Fang Lee Cooke (2010).

Keith Jackson is a tutor and researcher at the School of Oriental and African Studies, University of London, UK. He also works as a consultant in international HRM. His books for Routledge include *The Changing Face of Japanese Management* with Miyuki Tomioka (2003) and *Innovation in Japan: Emerging Patterns, Enduring Myths* (2009) with Philippe Debroux.

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To Clive and Jean Rowley,
the most wonderful and caring parents

Keith Jackson thanks the students, apprentices and
trainees he's worked with over the years and hopes this
book will feed their curiosity

