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KEY=REWARD - MIDDLETON PAMELA

Reward Management in Context

CIPD Publishing Understand how to design and implement reward management in the workplace

Evidence-Based Reward Management

Creating Measurable Business Impact from Your Pay and Reward Practices

Kogan Page Publishers Evidence-Based Reward Management presents an analysis of the current failure of organisations to assess the effectiveness of pay and reward practices. It considers the reasons for this and outlines the damaging consequences of it. By examining recent developments in human capital information and measurement it looks at how HR can construct effective reward for improved performance, both for the individual and organization. The authors present the tools and techniques which can be applied to practice evidence-based reward management including a 4 step model, which sets strategic goals, reviews current policies, looks at how to pilot and make changes and improvements and explains how to monitor and adapt on an ongoing basis.

Reward Management

Alternatives, Consequences and Contexts

Kogan Page Publishers Reward Management is a comprehensive guide to all elements of reward in the workplace. From the theoretical frameworks and legal context of reward through to practical application in the workplace, this book provides all the essential information for both students of reward management and practitioners involved in reward management in organizations. Covering all the key areas of reward management including pay structures and pay setting, job evaluation and employee benefits, Reward Management is a key book for anyone studying the Level 7 CIPD reward management module or a postgraduate qualification in HR. This book also includes guidance on non-financial reward and new coverage of the gender pay gap, executive reward and pay ratio reporting. There is also extensive discussion of international reward including the impact of different cultures on reward, benefits for multi-local talent, rewarding expatriates and why one size of reward doesn't fit all. Accompanying online resources include lecturer guides, lecture slides and multiple choice questions for students.

Strategic Reward

Making it Happen

Kogan Page Publishers cesses involved in developing and implementing reward strategies.

An Introduction to Human Resource Management

SAGE Reflecting the global nature of the workplace, this is a concise introduction to the world of human resource management that goes beyond a prescriptive, how-to approach and prepares you for the issues and dilemmas you may face in your HR career. Includes new discussions on the impact of Black Lives Matter on HR, the effect of Covid-19 on recruitment and on the mental health of employees, and post-Brexit points-based immigration Boxed features including 'Ethical Insights', 'Research Insights', and 'HRM in Practice' highlight contemporary practices, critical perspectives, and discussions and debates related to each chapter Now features a running case study, where in each chapter you can apply what you've learnt to solve a challenge faced by the HR Manager of a hotel Illustrated with real-world case studies and examples from a cross section of industries, such as Netflix, Nike, and Just Eat Comprehensive online resources, including author videos, over 25 additional case studies, access to full journal articles and self-test quizzes. Suitable for anyone studying HRM - as part of an undergraduate or postgraduate degree, or on a specialist program of study.

A Handbook of Employee Reward Management and Practice

Kogan Page Publishers This second edition has been completely updated to provide guidance on the various approaches to use in developing and managing reward strategies, policies, and processes.

Armstrong's Handbook of Reward Management Practice

Improving Performance Through Reward

Kogan Page Publishers Armstrong's Handbook of Reward Management Practice is the definitive guide to understanding, developing and implementing effective reward strategies. It covers all the essential aspects of improving organizational, team and individual performance through reward processes, including financial and non-financial rewards, job evaluation, grade and pay structures, rewarding specific employee groups and ethical considerations. This revised and updated sixth edition incorporates the latest research and developments and contains updated coverage of equal pay and the gender pay gap, employee benefits and total reward and a new chapter on employee financial wellbeing. As with all of Armstrong's texts, Armstrong's Handbook of Reward Management Practice bridges the gap between academic and practitioner and is ideally suited to both HR professionals and those studying

for HR qualifications, including master's degrees and the CIPD's intermediate and advanced level qualifications. Tips and checklists and can be found throughout, alongside case studies from organizations including General Motors, the UK National Health Service and Tesco. Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students, which include learning summaries, discussion questions and exercises, literature reviews and glossaries.

Strategic Reward

Implementing More Effective Reward Management

Kogan Page Limited Strategic reward is the process of deciding what route to take in developing appropriate reward arrangements and dealing with the issues which arise in making that journey. Armstrong and Brown hold great faith in strategic reward and present here their 'new realism' philosophy and breadth of experience on the subject. They examine the essence and context of strategic reward and the processes involved in developing and implementing strategies, along with a clear overview of the opportunities and risks of pursuing a reward strategy, demonstrating how critical it is to the dual agenda of successful organizational performance and the motivation and engagement of staff.

Reward Management

A critical text

Routledge This thoroughly revised edition adopts a critical and theoretical perspective on remuneration policy and practices in the UK, from the decline of collective bargaining to the rise of more individualistic systems based on employee performance. It tackles the conceptual issues missing from existing texts in the field of HRM by critically examining the latest academic literature on the topic. Fully updated to cover the Chartered Institute of Personnel and Development's reward syllabus, and offering a less prescriptive alternative to current texts for HR practitioners and MBA students, this new edition includes: new chapters on executive reward, pensions and benefits clear routes to assist the student reader in the journey through this complex area a strong contextual framework to enable better understanding The second edition of Reward Management is an essential read for all those studying or with an interest in human resource management, performance management and reward.

A Handbook of Employee Reward Management and Practice

Kogan Page Publishers A practical handbook designed to provide guidance on the approaches that can be adopted in developing and managing reward strategies, policies and processes. Aligned to the CIPD's professional standards for employee reward, this book is an essential aid for students and lecturers as well as a practical aid for those concerned with developing and managing reward systems. Included is a lecturer's CD-Rom resource providing screens of key points to accompany the book. The book is written in a highly readable style and contains many check lists, diagrams and summaries.

Human Resource Management

Oxford University Press This book provides a concise, engaging, and accessible introduction to human resource management which is academically rigorous and appropriate for both undergraduate and postgraduate students taking courses in business studies and related areas. Adopting lecturers receive a copy of a DVD featuring video interviews with practitioners.

Armstrong's Handbook of Performance Management

An Evidence-Based Guide to Delivering High Performance

Kogan Page Publishers Armstrong's Handbook of Performance Management addresses all areas of performance management, from performance pay and giving feedback to managing underperformers and having difficult conversations, so organizations can optimize staff performance. This fully updated and restructured 6th edition analyzes traditional as well as the latest developments in performance management including the shift from ratings and annual reviews. Veteran HR expert Michael Armstrong examines where these new approaches should be embraced and where traditional methods of performance management may be preferable. Packed with examples, exercises, checklists and new case studies from organizations such as Microsoft, IBM and Expedia, this book remains the most authoritative and engaging textbook on performance management. Supporting online resources for Armstrong's Handbook of Performance Management include an instructor's manual, a student's manual, lecture slides, a glossary of terms and a literature review.

Armstrong's Handbook of Management and Leadership for HR

Developing Effective People Skills for Better Leadership and Management

Kogan Page Publishers To make an effective contribution, HR specialists have to be good at management, leadership and developing both themselves and others. They also need to be aware of the management and business considerations that affect their work. Armstrong's Handbook of Management and Leadership for HR provides guidance on the processes of management and leadership with particular reference to what HR managers and aspiring managers need to know and do to make a difference. Written by renowned human resources expert and bestselling author Michael Armstrong, Armstrong's Handbook of Management and Leadership for HR covers in one volume the 'Leading, Managing and Developing People' and 'Developing Skills for Business Leadership' Chartered Institute of Personnel and Development (CIPD) modules. It includes numerous practical features such as case studies, practitioner interviews, exercises and clear learning objectives to aid learning. This is the essential book for HR students and professionals looking to broaden their skills and understanding relating to management and leadership. Online supporting resources include lecture slides, an instructor's manual, a student's manual and a literature review.

Leading, Managing and Developing People

Kogan Page Publishers Leading, Managing and Developing People is critical reading for all those studying the CIPD Level 7 Advanced module in Leading, Managing and Developing People as well as all HR and L&D practitioners. It provides extensive coverage of the aims, objectives and contribution of HRM such as the scope and nature of human resources, HR's role when organisations grow and how to ensure professionalism and ethical behaviour when managing people. This book also includes discussion of major contemporary themes in leading, managing and developing people including leadership development, flexibility, agile working and the psychological contract. This ensures that readers are fully prepared to lead, manage and develop staff in the new world of work. With rigorous academic underpinning and clear theoretical exploration, Leading, Managing and Developing People also includes practical advice on key activities including recruitment, job design, performance management, motivation and reward. Supported by online resources including an instructor's manual, lecture slides, international case studies, example essay questions and annotated web links, this is an

indispensable guide for both students and practitioners.

The Routledge Companion to Reward Management

Routledge The Routledge Companion to Reward Management provides a prestige reference work and a state-of-the-art compilation, mapping out contemporary developments and debates on rewarding people in employment, and how they relate to business, corporate governance and management. Reward management stands at the interdisciplinary interface between economics, industrial relations and HRM, industrial psychology and organisational sociology, and increasingly corporate governance incorporating debates around equity and fairness in and around the employment relationship and wider capital-labour relations. In recent years, trade union decline and widening differentials between those employed at the top of organisations have generated critical commentary in the popular media which can negatively impact on social cohesion. Theoretically underpinned but practically oriented, this Companion will synthesise these trends and controversies around issues while tracing conceptual and empirical provenance, currency and future prospects. It will be an invaluable resource for student and researchers in reward management, corporate governance, management and HRM seeking convenient access to an area which is highly complex and controversial in application.

Strategic Reward

Implementing More Effective Reward Management

Kogan Page Publishers Strategic reward is the process of deciding what route to take in developing appropriate reward arrangements and dealing with the issues which arise in making that journey. Armstrong and Brown hold great faith in strategic reward and present here their 'new realism' philosophy and breadth of experience on the subject. They examine the essence and context of strategic reward and the processes involved in developing and implementing strategies, along with a clear overview of the opportunities and risks of pursuing a reward strategy, demonstrating how critical it is to the dual agenda of successful organizational performance and the motivation and engagement of staff.

People Practice

A Complete Guide

Kogan Page Publishers Use this brand-new textbook written to support the Level 3 CIPD Certificate in People Practice to succeed in your studies and launch your career as a people professional. Structured around the core knowledge and behaviours needed for the Level 3 CIPD qualification, People Practice provides a thorough understanding of the theory and practice of the key areas of the people profession. This includes business, culture and change in context, workforce analytics and the necessary skills and knowledge for people professionals. This book covers everything from understanding how external factors impact organizational goals, how to develop professional courage and build ethical and inclusive practices through to recruitment, performance, reward and supporting others. Written by the team who developed the new CIPD Level 3 qualification, this book will ensure that students learn both the theory and practice necessary for their academic studies and their future careers. Full of case studies, exercises, key definition boxes and reflective questions, this book will allow students to test their understanding, see how the theory applies in the workplace and develop their critical thinking skills. Further reading suggestions in each chapter encourage a wide and broad engagement with the subject. Online resources include PowerPoint slides, a lecturer's manual and multiple choice questions for students.

Reward Management

Alternatives, Consequences and Contexts

With its comprehensive coverage of reward, range of international case studies and balancing of in-depth analysis with practical activities, Reward Management: Alternatives, Consequences and Contexts is the essential text book for Reward Management students. The third edition fully maps to the CIPD module, Reward Management and is also ideal for students on Reward modules on wider HR or Business degree programmes. - See more at: <http://shop.cipd.co.uk/shop/bookshop/reward-management-9#sthash.yA13biNT.dpuf>

A Handbook of Management and Leadership

A Guide to Managing for Results

Kogan Page Publishers Providing guidance on the processes of management and leadership, this work presents particular reference to what managers and aspiring managers need to know about the skills of management and approaches to effective leadership.

Human Resource Management

Pearson UK

Strategic Human Resource Management

Oxford University Press The well-respected author team strike the ideal balance between the latest academic theory and real-world practice, making this the most applied SHRM textbook written in an eminently student-friendly format.

The Reward Management Toolkit

A Step-By-Step Guide to Designing and Delivering Pay and Benefits

Kogan Page Publishers Deciding how to effectively reward staff is one of the most tricky and contentious areas in people management. Getting it right can help promote a motivated workforce, and significantly improve recruitment and retention. But how do you decide what pay scale is suitable for which job and how do you design reward packages which recognise contribution and encourage employees? The Reward Management Toolkit provides practical, step-by-step guidance on designing and delivering rewards across organizations. In each tool the authors describe what the tool will achieve and provide guidance on when it is appropriate to implement. Each tool is supported by questionnaires, checklists and opinion surveys which can be used as the basis for analysis, discussions in workshops, project teams and focus groups. These tools include: the design, development and

implementation process, strategic reward, job evaluation, market rate analysis, benefits options, including flexible benefits and the management and evaluation of reward systems.

Human Resource Management for MBA and Business Masters

Kogan Page Publishers Packed with practical information and offering a solid foundation in HRM theory, *Human Resource Management for MBA and Business Masters* covers all the topics MBA students need to know in a concise, accessible way. One of the only texts available for HR non-specialist students doing a Masters or MBA, it looks at the changing world of the line manager and HR professional with regard to key topics such as HRM and strategy, employee resourcing, human resource development, employee relations and performance management. Annotated further reading for each chapter and questions for each case study help cement knowledge and understanding. Now aimed at a wider readership of management Masters students, this fully updated 3rd edition of *Human Resource Management for MBA and Business Masters* features a greater international and contemporary focus, fresh case studies, coverage of the impact of new forms of employment and technology on HR, and updated online supporting resources. With diagrams and models throughout, it covers topics such as CSR, organizational culture and change, performance management and talent management, the criticisms of HRM levelled by the Critical Management School and different HRM challenges as they relate to each chapter. Online supporting resources for tutors include an instructor's manual, videos, multiple-choice questions and additional case studies; additional resources for students include multiple-choice questions and additional case studies.

Business Psychology and Organizational Behaviour

Routledge Business Psychology and Organizational Behaviour introduces principles and concepts in psychology and organizational behaviour with emphasis on relevance and applications. Well organised and clearly written, it draws on a sound theoretical and applied base, and utilizes real-life examples, theories, and research findings of relevance to the world of business and work. The new edition of this best-selling textbook has been revised and updated with expanded and new material, including: proactive personality and situational theory in personality; theory of purposeful work behaviour; emotional and social anxiety in communication; decision biases and errors; and right brain activity and creativity, to name a few. There are numerous helpful features such as learning outcomes, chapter summaries, review questions, a glossary, and a comprehensive bibliography. Illustrations of practice and relevant theory and research also take the reader through individual, group, and organizational perspectives. This is an essential textbook for undergraduates and postgraduates studying psychology and organizational behaviour. What is more, it can be profitably used on degree, diploma, professional, and short courses. It's also likely to be of interest to the reflective practitioner in work organizations.

Human Resource Management at Work

Kogan Page Publishers A leading textbook in its field, *Human Resource Management at Work* provides a clear introduction to the multiple meanings of HRM and the relationship between strategy and HRM. Covering international and comparative HRM as well as HRM and performance, it is filled with case studies and activities to bring the subject to life while summarizing the major forces shaping HRM and looking at the principal theoretical frameworks. Ideal for business and HR students taking a critical look at HRM theory and practice, this fully updated 6th edition of *Human Resource Management at Work* combines the latest research with real-world examples. Linking theory with practice, it encourages a critical awareness of HRM through case studies, real-world examples and activities. Now with a closer analysis of the forces shaping HRM at work and the growth of insecure work, it also features new case studies, an updated literature review and a stronger emphasis on International and Comparative HRM. Knowledge intensive firms, employee engagement and talent management are discussed in detail as well, as is the role of bodies such as 'Engage for Success' in promoting new methods of working. Online supporting resources include an instructor's manual and lecture slides.

Human Resource Management

Strategic and International Perspectives

SAGE This book is not available as a print inspection copy. To download an e-version click [here](#) or for more information contact your local sales representative. A comprehensive introduction to HRM for students who are new to the field, but who will be seeking employment in a global market, working with diverse colleagues and across international borders. Broken down into three parts covering Strategic Issues in HRM, HRM in Practice and HRM in Context, and weaving international and cross-cultural perspectives throughout, the text explores the ever-changing world of human resource management. The various theories, practices and debates that populate this field are examined, and the challenges and controversies that arise when theory meets practice are explored. The international dimension in all its aspects including cross-cultural working, diversity, equality and international business have been considered throughout. Practical learning features have been included to help students develop skills they can apply to their course and in graduate employment. In the new edition, the authors have further explored the international context for HRM, not just for multinational corporations but also for small businesses and not-for-profit organizations, with added analysis on the importance of recognizing that effective functioning of organizations is not simply measured by financial performance, but also by taking into account the broader social, economic and political contexts. International case studies covering emerging economies and specific ethical issues are included with each chapter containing two case studies - one short case mid-chapter and a longer end-of-chapter case, each of which has a set of accompanying questions for students to explore individually or in groups to broaden their learning. The book is supported by a SAGE Edge site, featuring a range of tools and resources for lecturers and students, including SAGE journal articles, PowerPoint slides, web and video links, interactive multiple choice questions, chapter specific podcasts and an instructor's manual. Suitable for undergraduates and post-graduate students looking for a strategic and international perspective of HRM.

Contemporary Issues in Human Resource Management

Kogan Page Publishers *Contemporary Issues in Human Resource Management* is uniquely holistic in its approach to advanced HRM and takes the reader logically through a wide variety of practical issues and functions that affect HR practitioners. Topics addressed include competition and choice, people and skills, regulation and public policy, social trends, engaging people, managing an international workforce, and developing and implementing HR strategies. It is an essential one-stop resource that clearly evaluates the issues surrounding the way people are managed, offers insight into the future development of HRM, and provides the theoretical framework that will enable success in practice. *Contemporary Issues in Human Resource Management* is packed full of engaging features, such as chapter-by-chapter learning outcomes, case studies, critical reflections, questions and activities designed to actively engage you with the material addressed and summaries of key points to aid learning. Taking you step-by-step through the aspects of HR management so vital for the practice of HR within an organisation, Stephen Taylor's innovative textbook is ideal for students taking an HRM module at undergraduate or Master's level, as well as students taking other modules that explore people management in relation to the wider business context. Online resources are offered to complement the material and include annotated web links, for a wealth of useful sources and information to develop your understanding, multiple choice questionnaires, PowerPoint slides for tutors to design their programmes, along with Lecturer's guides.

Human Resource Development

Learning & Training for Individuals & Organizations

Kogan Page Publishers ""The book is a perfect reference document...this text is an essential to all professional practitioners and deserves a place on every bookshop."" -- Training Journal

Strategic Human Resource Management

An International Perspective

SAGE Instructors - Electronic inspection copies are available or contact your local sales representative for an inspection copy of the print version. Containing simple explanations of complex ideas and written in plain English, this text has been designed with your needs as a student firmly in mind. Whether you are studying at undergraduate or postgraduate level, our team of expert authors will guide and develop your understanding of each key area of the curriculum, from the fundamentals through to critical evaluation towards the end of each chapter. Key features: Numerous practical examples and case studies in each chapter bring the rigorous theoretical and academic underpinning alive Cases and examples from across the globe as well as chapters on culture and globalization reflect the global nature of the contemporary workplace Final chapter on the future of HRM by Linda Holbeche, former director of research at the CIPD, will equip you to deal with new and emerging issues and challenges Excellent range of learning features including an end of book glossary to help you quickly understand new and complex terminologies Visit the companion website at: <http://www.sagepub.co.uk/rees> Full-text SAGE journal articles available online to encourage further exploration of the field and filmed introductions to each area by the book's team of experts.

Human Resource Management

People and Organisations

Kogan Page Publishers Written by experts in the field, Human Resource Management: People and Organisations is essential reading for all those studying the CIPD Level 5 Intermediate qualification in HRM. It contains essential coverage of key HR topics including resourcing and talent planning, reward management and contemporary developments in employment relations, making it equally valuable to all students on undergraduate HRM and Business and Management degrees. This 2nd edition of Human Resource Management: People and Organisations now includes three brand new chapters on Human Resource Development; improving organisational performance and organisational design and development as well as additional real-life case studies throughout, ensuring the most comprehensive and up-to-date coverage of people and organisations. Fully supported by online resources including new videos, podcasts and interactive multiple choice questions as well as a lecturer guide and powerpoint slides for instructors, this is an authoritative, informative and engaging guide essential for all HR students

Human Resource Development

Theory and Practice

Bloomsbury Publishing This core textbook, edited by five leading scholars of the subject, provides a comprehensive overview of the key topics, debates and themes in this increasingly important field. Balancing research-led theory with industry best-practice to provide students with a definitive overview of HRD, the book draws on the international experience of its authors to tackle topics as diverse as leadership and managing development, change and diversity, workplace learning, and graduate employability. The book's approachable yet thorough writing style and lively presentation helps students to understand the topic from a critical perspective while also demonstrating how HRD plays out in reality. This is an essential textbook for undergraduate, postgraduate and MBA students of Human Resource Development on HRD or Business and Management degree programmes. New to this Edition: - New contributors and revised content, including additional coverage of careers, career management and employability - More international coverage, especially of the EU - Inclusion of topical subjects including employee engagement, skills shortage and business partnering - Improved student-friendly pedagogy and updated figures and diagrams to appeal to different learning styles - Thoroughly updated references and web links

Reward Management

A Handbook of Remuneration Strategy and Practice

Kogan Page Publishers Based on the authors' experience, research and benchmarking activities, this definitive book explains that reward management is about performance - of individuals, teams and the whole organization. It examines in detail the processes and various approaches that can be adopted to achieve and reward outstanding skill and competence levels in the workplace. Comprehensive and highly practical in its approach, it takes a strategic perspective and addresses the wide gap that exists between theory and practice, with a focus on the implications for practitioners. This revised fifth edition includes new and updated chapters on age discrimination, bonus schemes, recognition schemes and pensions.

Appraisal, Feedback and Development

Making Performance Review Work

Routledge Tried and trusted by thousands of HRM students and professionals in three previous editions, this is the most comprehensive introduction to performance appraisal currently available. In this fully revised and updated work, Clive Fletcher explores the key elements of the appraisal process, and through best practice examples explains how such processes can motivate and develop staff, fostering commitment and positivity, and ultimately improving an organization's performance. Drawing on the wider critical literature on performance management and organizational psychology, and based firmly on evidence-based analysis and organizational experience, the book stresses the vital role of performance appraisal in the identification, development and retention of talent. Discussion topics include: aims and outcomes of the appraisal process designing appraisal schemes appraisal as an ingredient of performance management Multi-level, multi-source '360 degree' feedback training, implementation and monitoring the international and cultural adaptation of appraisal systems. Exploring both public and private sector contexts, this is essential reading for all students of human resource management and for any manager or HRM professional looking to develop more effective performance appraisal systems.

Armstrong's Handbook of Strategic Human Resource Management

Improve Business Performance Through Strategic People Management

Kogan Page Publishers Armstrong's Handbook of Strategic Human Resource Management is a complete guide to integrating HR strategies with wider organizational goals and objectives approaches to achieve sustained competitive advantage. Supported by key learning summaries, source reviews and practical real-life examples from organizations including UNICEF and General Motors (GM), it provides coverage of HRM strategies in key areas of the function such as employee engagement, talent management and learning and development, as well as strategic HRM approaches in an international context. This fully revised seventh edition of Armstrong's Handbook of Strategic Human Resource Management contains new chapters on evidence-based strategic HRM, employee wellbeing strategies and HR analytics, as well as additional case studies and updated wider content to reflect the latest

research and thinking. It remains an indispensable resource for both professionals and those studying HR qualifications, including undergraduate and masters degrees and the CIPD's advanced level qualifications. Online supporting resources include lecture slides and comprehensive handbooks for lecturers and students which include self-assessment questions, case study exercises, and a glossary and literature review.

Managing Human Resources

Human Resource Management in Transition

John Wiley & Sons This revised edition is a comprehensive, authoritative set of essays. It is more detailed and analytical than the mainstream treatments of HRM. As in previous editions, *Managing Human Resources* analyses HRM, the study of work and employment, using an integrated multi-disciplinary approach. The starting point is a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm. The consequences of HRM need to incorporate analysis of employees and other stakeholders as well as the implications for organizational performance.

Armstrong's Handbook of Human Resource Management Practice

Kogan Page Publishers *Armstrong's Handbook of Human Resource Management Practice* is the bestselling and definitive resource for HRM students and professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. *Armstrong's Handbook of Human Resource Management Practice* is aligned with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications. Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and tables, toolkits, and a literature review, glossary and bibliography.

Reward Management

A Practical Introduction

Kogan Page Publishers Effectively and fairly rewarding employees is a critical component to help build organizational, team and individual performance and success. *Reward Management* is a practical guide to understanding and implementing successful reward strategies which are aligned with broader HR and organizational objectives. Drawing on case studies, reflective questions and practical tools, it covers key areas including pay and grade structures, job evaluation, pay reviews, bonus plans, non-cash reward, benefits, tax issues and provides the knowledge and skills needed to plan, implement and assess an effective reward strategy in any type of organization. This second edition of *Reward Management* has been updated to include the latest research and developments, such as the role of recognition and non-cash awards, and the psychological implications relating to financial incentives. New and updated case studies include insight from Marks and Spencer, Which?, The Royal Horticultural Society and Tata Consultancy Services, while supporting online resources include downloadable templates and further tools to be used in practice. The HR Fundamentals are a series of succinct, practical guides for students and those in the early stages of their HR careers. They are endorsed by the Chartered Institute of Personnel and Development (CIPD), the UK professional body for HR and people development, which has over 145,000 members worldwide.

How to Manage People

Kogan Page Publishers From Michael Armstrong, HR expert and best-selling author, comes this new edition of the business staple, *How to Manage People*. Providing valuable insight into the functions and skills required to be an effective manager - from how to manage teams to successful recruitment - it will help you get the best from your staff through motivation, reward and leadership. With three brand new chapters on managing virtual teams, enhancing employee engagement and managing conflict, it is full of easily applicable advice as well as practical tools and checklists. Essential reading for anyone who wants to get the best from their teams, *How to Manage People* distils the essence of good management into one handy book.

Armstrong's Handbook of Reward Management Practice

Improving Performance Through Reward

Kogan Page Publishers *Armstrong's Handbook of Reward Management Practice* is the definitive guide to understanding, developing and implementing effective reward. It is closely aligned to the CIPD's standard in reward management and is supported by online resources for both lecturers and students. Updated to reflect the practical implications of the most recent research and discussion on reward management, this new fifth edition includes a new chapter on computerized reward management, completely updated chapters on job evaluation, pay structures, merit pay and executive pay, and new case studies. As with all of Armstrong's texts, *Armstrong's Handbook of Reward Management Practice* truly bridges the gap between academic and practitioner and is, therefore ideally suited to anyone studying for a professional qualification in HR, of which Reward is often a core part, in particular the CIPD's intermediate and advanced level qualifications. Online supporting resources include lecture slides, an instructor's manual and a student's manual complete with a glossary, bibliography and literature review.

Armstrong's Handbook of Strategic Human Resource Management

Kogan Page Publishers Strategic human resource management has been taken up by academics, consultants and practitioners alike. However, the integration of human resource strategy with overall business strategy is often easier in theory than in practice. *Armstrong's Handbook of Strategic Human Resource Management* provides a bridge between theory and practice, and offers a guide both to formulating human resource strategies and to implementing them. Fully updated, this edition incorporates the latest thinking, research and practice on strategic Human Resource Management and contains completely revised chapters on HRM, HR strategy, the formulation and implementation of strategy, roles in strategic HRM and strategic reward. This indispensable book includes coverage of international aspects of strategic human resource management. It also reflects important developments in HR strategies linked with those issues that affect HRM on a day-to-day basis, including human capital management, corporate social responsibility, organization development, employee engagement and talent management. Including a new chapter on organizational effectiveness, *Armstrong's Strategic Human Resource Management* sets out a strategic framework for HRM; a framework for implementing SHRM in action; and a section on HR strategies. Case studies, checklists, practical examples and a strategic HR toolkit make this book an extremely practical resource for all those who are involved in putting complex strategy into practice in order to effect positive and productive change.