



Strategic Human Resource Management

By Catherine Truss, David Mankin, Clare Kelliher

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What makes a good HR strategy and how does one develop it? These are just two of the fundamental issues tackled by *Strategic Human Resource Management*, an innovative new text ideal for undergraduate and graduate courses in Strategic Human Resources Management (SHRM). Drawing from the latest academic research and industry insights, authors Catherine Truss, David Mankin, and Clare Kelliher provide students with a comprehensive guide to the theory and practice of managing people strategically.

Written in an exceptionally clear style, *Strategic Human Resource Management* adopts a user-friendly structure composed of four key parts. Part One looks at the concept of SHRM and the relevance of environmental factors; Part Two examines theories and the link between performance, the role of the HR department, and HR strategy; Part Three considers the overarching themes within SHRM, including employee engagement, corporate social responsibility, change management, knowledge management, and talent management; and Part Four identifies new forms of SHRM and key future trends in the field.

Packed with original case studies and useful pedagogical features--including end-of-chapter review questions, key concepts, and critical reflection boxes--this unique textbook offers an engaging and insightful approach to all areas of Strategic Human Resource Management. A Companion Website offers resources for both instructors and students.

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Editorial Review

About the Author

Professor Catherine Truss is Head of Kent Business School at Medway, University of Kent. She was previously Director of the Centre for Research in Employment, Skills and Society and Head of Department, Leadership, HRM, and Organization at Kingston University. She has been a member of the Department for Business, Innovation and Skills Expert Group on Employee Engagement, and the UK Commission for Employment and Academic Advisory Panel. She has written or co-authored over 140 papers, articles, books and reports on strategic HRM, employee engagement and change management and has held research grants from the Economic and Social Research Council, Chartered Institute of Personnel and Development, and industry. She is a Fellow of the Higher Education Academy and the RSA, and an Academic Fellow of the CIPD. Dr Clare Kelliher is Reader in Work and Organization at Cranfield School of Management, Cranfield University. She previously held appointments at the University of Surrey in the European Management School and the School of Management Studies for the Service sector. Her research interests centre upon the organisation of work and the employment relationship in the context of organisational change. She has written numerous articles published in academic and practitioner journals, book chapters and research reports. She has recently co-edited a book on New Ways of Organising Work. Recent projects have been funded by the society for HRM Foundation, the NHS National Institute for Health Research, Service Delivery and Organization Research and Development Programme and several corporate sponsors. She is a Fellow of the RSA and of the Higher Education Academy. Dr David Mankin has held senior lecturer appointments at several universities including most recently the University of Wales Institute Cardiff, and immediately prior to that Oxford Brookes University where he was the course manager for the CIPD qualification programme. Human Resource Development was published by Oxford University Press in 2009. He is a Fellow of the Higher Education Academy and a Chartered Fellow of the CIPD.

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