

# MMBA519

## Human Resource Management Reading List

View Online



Aguinis, Herman. Performance Management. 2nd ed, Pearson Prentice Hall, 2009.

---. 'Why We Hate Performance Management—And Why We Should Love It'. Business Horizons, vol. 54, no. 6, Nov. 2011, pp. 503-07, <https://doi.org/10.1016/j.bushor.2011.06.001>.

Albrecht, Simon L., et al. 'Employee Engagement, Human Resource Management Practices and Competitive Advantage'. Journal of Organizational Effectiveness: People and Performance, vol. 2, no. 1, Mar. 2015, pp. 7-35, <https://doi.org/10.1108/JOEPP-08-2014-0042>.

Andrews, Rhys, et al. 'Organizational Capability in the Public Sector: A Configurational Approach'. Journal of Public Administration Research and Theory, vol. 26, no. 2, Apr. 2016, pp. 239-58, <https://doi.org/10.1093/jopart/muv005>.

Armstrong, Michael, et al. Armstrong's Handbook of Human Resource Management Practice. 13th edition, Kogan Page, 2014, <https://ebookcentral.proquest.com/lib/vuw/detail.action?docID=1658904>.

Aronsson, Gunnar, et al. 'A Systematic Review Including Meta-Analysis of Work Environment and Burnout Symptoms'. BMC Public Health, vol. 17, no. 1, Dec. 2017, <https://doi.org/10.1186/s12889-017-4153-7>.

Bakker, Arnoldb. ; Albrecht, Simonl. ; Leiter, Michaelp. 'Key Questions Regarding Work Engagement'. European Journal of Work and Organizational Psychology, vol. 20, no. 1, 2011, pp. 4-28, <https://doi.org/10.1080/1359432X.2010.485352>.

Bednall, T. C., et al. 'Stimulating Informal Learning Activities Through Perceptions of Performance Appraisal Quality and Human Resource Management System Strength: A Two-Wave Study'. Academy of Management Learning & Education, vol. 13, no. 1, Mar. 2014, pp. 45-61, <https://doi.org/10.5465/amle.2012.0162>.

Bos-Nehles, Anna, et al. 'HRM and Innovative Work Behaviour: A Systematic Literature Review'. Personnel Review, vol. 46, no. 7, Oct. 2017, pp. 1228-53, <https://doi.org/10.1108/PR-09-2016-0257>.

Brown, D., and J. Purcell. 'Reward Management: On the Line'. Compensation & Benefits Review, vol. 39, no. 3, June 2007, pp. 28-34, <https://doi.org/10.1177/0886368707302649>.

Bryson, Jane, and Rose Ryan. Human Resource Management in the Workplace. Pearson,

2012.

Crawshaw, Jonathan, et al. 'Chapter 1 and Chapter 2'. Human Resource Management, Strategic & International Perspectives, 2nd ed., Sage Publication.

Crawshaw, Jonathan R., et al. Human Resource Management: Strategic and International Perspectives. SAGE, 2014.

Day, David V. ; Harrison, Michelle M. 'A Multilevel, Identity-Based Approach to Leadership Development'. Human Resource Management Review, vol. 17, no. 4, 2007, pp. 360-73, <https://doi.org/10.1016/j.hrnr.2007.08.007>.

Erickson, Anthony, et al. 'Destructive Leadership'. Organizational Dynamics, vol. 44, no. 4, Oct. 2015, pp. 266-72, <https://doi.org/10.1016/j.orgdyn.2015.09.003>.

Fritz, CharlotteSonnentag, Sabine. 'Recovery, Well-Being, and Performance-Related Outcomes: The Role of Workload and Vacation Experiences'. Journal of Applied Psychology, vol. 91, pp. 936-45, <https://search.proquest.com/docview/614444685?accountid=14782>.  
---. 'Recovery, Well-Being, and Performance-Related Outcomes: The Role of Workload and Vacation Experiences'. Journal of Applied Psychology, vol. 91, pp. 936-45, <https://search.proquest.com/docview/614444685?accountid=14782>.

Geoff Plimmer; 'Opening the Black Box: The Mediating Roles of Organisational Systems and Ambidexterity in the HRM-Performance Link in Public Sector Organisations'. Personnel Review, vol. 46, no. 7, 2017, <http://www.emeraldinsight.com/doi/full/10.1108/PR-10-2016-0275>.

Gomez-Mejia, Luis R., et al. Compensation and Organizational Performance: Theory, Research, and Practice. M.E. Sharpe, <https://ebookcentral.proquest.com/lib/vuw/detail.action?docID=1900111>.

Guest, David E. 'Human Resource Management and Employee Well-Being: Towards a New Analytic Framework'. Human Resource Management Journal, vol. 27, no. 1, Jan. 2017, pp. 22-38, <https://doi.org/10.1111/1748-8583.12139>.

Hamish Fletcher. 'Interactive: What CEOs of Top NZ Companies Earn'. The New Zealand Herald, [http://www.nzherald.co.nz/business/news/article.cfm?c\\_id=3&objectid=11638385](http://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=11638385).

Harvey, Michael, et al. 'Bullying in Global Organizations: A Reference Point Perspective'. Journal of World Business, vol. 41, no. 2, June 2006, pp. 190-202, <https://doi.org/10.1016/j.jwb.2006.01.002>.

Hoek, JannekeO'Kane, PaulaMcCracken, Martin. 'Publishing Personal Information Online: How Employers' Access, Observe and Utilise Social Networking Sites within Selection Procedures'. Personnel Review, vol. 45, 2016, pp. 67-83, <https://search.proquest.com/docview/1756899227/fulltext/872370E6978847A1PQ/1?accountid=14782>.

---. 'Publishing Personal Information Online: How Employers' Access, Observe and Utilise Social Networking Sites within Selection Procedures'. Personnel Review, vol. 45, 2016, pp. 67-83,

<https://search.proquest.com/docview/1756899227/fulltextPDF/3E0D2CC2B8794A3APQ/1?accountid=14782>.

Ibarra, Herminia. 'REWORKING YOUR IDENTITY: Walking the Crooked Path to Career Change'. *Training Journal*, 2005, pp. 34-37,2,  
[http://search.proquest.com/docview/202954397?rfr\\_id=info%3Axri%2Fsid%3Aprimo](http://search.proquest.com/docview/202954397?rfr_id=info%3Axri%2Fsid%3Aprimo).

It's the Little Things That Matter: An Examination of Knowledge Workers' Energy Management. <https://www.jstor.org/stable/pdf/23045049.pdf>.

Jeffrey A. Mello. *Strategic Human Resource Management*. Cengage, 2013,  
<https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=5024534&ppg=349&tm=1532302151889>.

Korczynski, Marek. 'Communities of Coping: Collective Emotional Labour in Service Work'. *Organization*, vol. 10, no. 1, Feb. 2003, pp. 55-79,  
<https://doi.org/10.1177/1350508403010001479>.

Lamb, S., and K. C. S. Kwok. 'A Longitudinal Investigation of Work Environment Stressors on the Performance and Wellbeing of Office Workers'. *Applied Ergonomics*, vol. 52, Jan. 2016, pp. 104-11, <https://doi.org/10.1016/j.apergo.2015.07.010>.

Lawler, Edward E ; Benson, George S ; Mcdermott, Michael. 'What Makes Performance Appraisals Effective?' *Compensation & Benefits Review*, vol. 44, no. 4, 2012, pp. 191-200, <https://doi.org/10.1177/0886368712462331>.

McDonald, Paula, et al. 'Developing a Framework of Effective Prevention and Response Strategies in Workplace Sexual Harassment'. *Asia Pacific Journal of Human Resources*, vol. 53, no. 1, Jan. 2015, pp. 41-58, <https://doi.org/10.1111/1744-7941.12046>.

McLaughlin, Heather, et al. 'The Economic and Career Effects of Sexual Harassment on Working Women'. *Gender & Society*, vol. 31, no. 3, June 2017, pp. 333-58,  
<https://doi.org/10.1177/0891243217704631>.

Mello, Jeffrey A. *Strategic Human Resource Management*. Fourth edition, Cengage Learning, 2015,  
<https://ebookcentral.proquest.com/lib/vuw/reader.action?docID=5024534&ppg=349>.

Morrison, Rachel L., and Keith A. Macky. 'The Demands and Resources Arising from Shared Office Spaces'. *Applied Ergonomics*, vol. 60, Apr. 2017, pp. 103-15,  
<https://doi.org/10.1016/j.apergo.2016.11.007>.

Nickolas Ollington ; Jenny Gibb ; Mark Harcourt. 'Online Social Networks: An Emergent Recruiter Tool for Attracting and Screening'. *Personnel Review*, vol. 42, no. 3, 2013, pp. 248-65, <https://doi.org/10.1108/00483481311320390>.

Noe, Raymond A., and Colin Winkler. *Employee Training and Development: For Australia and New Zealand*. 1st ed, McGraw-Hill, 2009.

---. *Employee Training and Development: For Australia and New Zealand*. 1st ed, McGraw-Hill, 2009.

---. Employee Training and Development: For Australia and New Zealand. 1st ed, McGraw-Hill, 2009.

Notelaers, Guy ; De Witte, Hans ; Einarsen, Stale. 'A Job Characteristics Approach to Explain Workplace Bullying'. *European Journal of Work and Organizational Psychology*, vol. 19, no. 4, 2010, pp. 487–504, <https://doi.org/10.1080/13594320903007620>.

Parker, Sharon K. 'Beyond Motivation: Job and Work Design for Development, Health, Ambidexterity, and More'. *Annual Review of Psychology*, vol. 65, no. 1, Jan. 2014, pp. 661–91, <https://doi.org/10.1146/annurev-psych-010213-115208>.

Porath, Christine L., et al. 'How Incivility Hijacks Performance'. *Organizational Dynamics*, vol. 44, no. 4, Oct. 2015, pp. 258–65, <https://doi.org/10.1016/j.orgdyn.2015.09.002>.

Risher, Howard. 'Adding Merit to Pay for Performance'. *Compensation and Benefits Review*, vol. 40, no. 6, 2008,  
[Salgado, Jesús F. \*Personnel Selection\*. Oxford University Press, 2017, <https://doi.org/10.1093/acrefore/9780190236557.013.8>.](http://tewaharoa.victoria.ac.nz/primo_library/libweb/action/display.do?frbrVersion=3&tabs=viewOnlineTab&ct=display&fn=search&doc=TN_proquest213692008&indx=13&reclds=TN_proquest213692008&recldxs=12&elementId=12&renderMode=poppedOut&displayMode=full&frbrVersion=3&&vl(392830028UI4)=all_items&dscnt=0&vl(1UIStartWith0)=contains&vl(288181423UI6)=00&vl(1UIStartWith2)=contains&vid=VUW&vl(288181421UI6)=00&vl(288181413UI2)=AND&mode=Advanced&tab=all&vl(288181415UI1)=AND&vl(freeText1)=Compensation+%26+Benefits+Review&vl(448215971UI5)=all_items&vl(288181413UI0)=AND&vl(288181422UI6)=&dstmp=1466650649624&frbg=&vl(288181425UI6)=&tb=t&vl(1UIStartWith1)=contains&vl(393077359UI2)=any&vl(D288181419UI3)=all_items&srt=rank&vl(393068320UI0)=creator&vl(288181424UI6)=00&Submit=+&vl(freeText2)=&vl(freeText0)=Risher&vl(393076369UI1)=any&vl(288181420UI6)=00&dum=true.</a></p>
</div>
<div data-bbox=)

---. *Personnel Selection*. Oxford University Press, 2017, <https://doi.org/10.1093/acrefore/9780190236557.013.8>.

Salin, Denise, et al. 'Workplace Bullying across the Globe: A Cross-Cultural Comparison'. *Personnel Review*, vol. 48, no. 1, Feb. 2019, pp. 204–19, <https://doi.org/10.1108/PR-03-2017-0092>.

Sharkie, Rob. 'Precariousness under the New Psychological Contract: The Effect on Trust and the Willingness to Converse and Share Knowledge'. *Knowledge Management Research & Practice*, vol. 3, no. 1, Mar. 2005, pp. 37–44, <https://doi.org/10.1057/palgrave.kmrp.8500051>.

Shields, John. *Managing Employee Performance and Reward: Concepts, Practices, Strategies*. Cambridge University Press, 2016, <http://www.loc.gov/catdir/enhancements/fy0616/2006101012-t.html>.

Song, Chorong, et al. 'Sustained Effects of a Forest Therapy Program on the Blood Pressure of Office Workers'. *Urban Forestry & Urban Greening*, vol. 27, Oct. 2017, pp. 246–52,

<https://doi.org/10.1016/j.ufug.2017.08.015>.

Su, Z. X., et al. 'Going Beyond the SHRM Paradigm: Examining Four Approaches to Governing Employees'. *Journal of Management*, Nov. 2015, <https://doi.org/10.1177/0149206315618011>.

Tetrick, Lois E., and Carolyn J. Winslow. 'Workplace Stress Management Interventions and Health Promotion'. *Annual Review of Organizational Psychology and Organizational Behavior*, vol. 2, no. 1, Apr. 2015, pp. 583-603, <https://doi.org/10.1146/annurev-orgpsych-032414-111341>.

Trullen, Jordi, et al. 'The HR Department's Contribution to Line Managers' Effective Implementation of HR Practices'. *Human Resource Management Journal*, vol. 26, no. 4, Nov. 2016, pp. 449-70, <https://doi.org/10.1111/1748-8583.12116>.

Van Gordon, William, et al. 'Work-Related Mental Health and Job Performance: Can Mindfulness Help?' *International Journal of Mental Health and Addiction*, Feb. 2014, <https://doi.org/10.1007/s11469-014-9484-3>.

Zeier, Katie, et al. 'Developing Shared Leadership in a Public Organisation: Processes, Paradoxes and Consequences'. *Journal of Management & Organization*, Dec. 2018, pp. 1-18, <https://doi.org/10.1017/jmo.2018.78>.