



# The Strategic Managing of Human Resources

By John Leopold, Lynette Harris, Tony Watson

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The Strategic Managing of Human Resources addresses the gap between the corporate strategy of a business and the way that HR specialists work with line managers to deliver and implement strategy. The authors define 'human resources' as the capabilities and potential that people bring to work organisations. They examine the process of negotiation, argument, conflict and resolution in all human resource exchanges within a range of management issues. Suitable for students of advanced undergraduate modules in HRM, masters programmes in HRM, CIPD specialist electives and MBA and DMS students.

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## **Bibliography**

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### Review

*"The approach taken by these authors adds something new to the existing market. There is a good balance between theory and concepts on one hand and practical applications and cases on the other hand."*

Prof. dr. Gerard H.M. Evers, Professor of Human Capital Valuation, Tilburg University, The Netherlands

*"The authors appreciate the critical role that a human resource strategy can and should play in an overall organisational strategy. The text encourages the reader to explore the links between management issues and HR strategy."*

Marjorie Corbridge, Associate Dean (Curriculum Development) at the University of Portsmouth Business School.

### From the Back Cover

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This book is ideal for students of advanced undergraduate modules in HRM, masters programmes in HRM, CIPD specialist electives and MBA and DMS students.

Starting from the premise that managing human resources *strategically* is crucial for long term organisational success this book is essential reading for future line managers as well as Human Resource specialists. The authors define *human resources* as the *capabilities* and *potential* that people bring to work organisations. They examine the *process* of negotiation, argument, conflict and resolution in all human resource exchanges within a range of management issues. Within this process, the authors suggest, managers need to make a series of strategic choices among which a direct or an indirect, evolving human resource strategy is critical.

### Key reasons to read this book

- An imaginative and engaging running case study examines how theory and practice can be integrated
- Encourages critical reflection of current practices so that students are challenged by what they read
- A non-ethnocentric approach to the subject area makes it ideal for a broad audience.
- Forward written by Kevan Scholes, co-author of the bestselling Exploring Corporate Strategy

## About the authors

John Leopold is Professor of Human Resource Management, Lynette Harris is Professor of HRM & Professional Practice and Tony Watson is Professor of Organisational and Managerial Behaviour, all at Nottingham Business School, Nottingham Trent University.

All contributors are teachers, researchers and practitioners in the field of HRM.

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