



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2101 Strategic Human Resource Management, 15 credits

Strategiskt personalarbete, 15 högskolepoäng

Second Cycle

Reading list for PV2101, to be valid from autumn semester of 2023

Reading list was confirmed by Department of Sociology and Work Science on 2021-09-17 to be valid from 2023-11-01.

See appendix.

List of literature: Introduction to SHRM

Compulsory

Boxall P. & Purcell J. (2022). *Strategy and Human Resource Management* (5th ed.), London: Bloomsbury. (Most imported book, connected to several lectures and seminars) (The fourth edition (2016), can also be used 2023)

Atkinson, (1984). Manpower strategies for flexible organizations. *Personnel Management*, Vol. 16, pp. 28-31.

Boglund, A., Hällstén, F. & Thilander, P. (2011). HR transformation and shared services – adoption and adaptation in Swedish organisations. *Personnel Review*, Vol. 40 (5), pp. 570-588.

Omanović, V. (2013). Opening and closing the door to diversity: A dialectical analysis of the social production of diversity. *Scandinavian Journal of Management*, Vol. 29(1), pp. 87-103.

Porter, M.E. (1996). What is Strategy? *Harvard Business Review*, Vol. 74(6), pp. 61-78.

Schweizer, R. (2005). *An Arranged Marriage under Institutional Duality – The Local Integration Process between Two Globally Merging MNCs' Subsidiaries*, BAS Publishing, Gothenburg.

Tyson, Shaun (2006). From personnel management to human resource management: how did this field of work develop? In: *Essentials of Human Resource Management*, Chapter 4, pp.61-83. E-book: <http://www.gu.ebib.com.ezproxy.ub.gu.se/patron/FullRecord.aspx?p=477429>

Additional readings will be made available in electronic form at the beginning of the course.

Total: 360 pages.

Voluntarily

Dass P., & Parker B. (1999). Strategies for managing human resource diversity: From resistance to learning. *The Academy of Management Executive* 13(2).

Den Hartog, D.N. & Boon, C. (2013) HRM and Leadership. In: Bach, S. & Edwards, M. (2013), *Managing human resources: human resource management in transition*. Wiley, Chichester, U.K., Chapter 10, pp. 198-217. E-book: <http://gu.ebib.com.ezproxy.ub.gu.se/patron/FullRecord.aspx?p=1093957>

Kochan, T., Bezrukova, K., Ely, R., Jackson, S., Joshi, A., Jehn, K., Leonard, J., Levine, D., Thomas, D. (2003). The Effects of Diversity on Business Performance: Report of the Diversity Research Network. *Human Resource Management*. Vol. 42, No. 1, pp. 3-21.

Mintzberg, H. and Waters, J.A. (1985). Of Strategies, Deliberate and Emergent, *Strategic Management Journal*, Vol. 6, No. 3; 257-272.

Syed, J. & Kramar, R. (2017). *Human Resource Management: A Global and Critical Perspective* (2nd edn.). London: Palgrave.