



DEPARTMENT OF SOCIOLOGY AND WORK SCIENCE

PV2104 Human Resource Management in a Societal Perspective, 15 credits

Personalarbete i ett samhällsperspektiv, 15 högskolepoäng

Second Cycle

Reading list for PV2104, to be valid from autumn semester of 2020

Reading list was confirmed by Department of Sociology and Work Science on 2020-05-13 to be valid from 2020-08-31.

See appendix.

Sub-course 1: HR - an introduction

Boglind, A., Hällstén, F., & Thilander, P. (2011). HR transformation and shared services: Adoption and adaptation in Swedish organisations, *Personnel Review*, Vol. 40 Issue: 5, pp.570-588, <https://doi-org.ezproxy.ub.gu.se/10.1108/00483481111154441>

Briner, R. B., & Barends, E. (2016). The role of scientific findings in evidence-based HR. *People & Strategy*, 39(2), 16-21.

Lawler III, E. E. (2007). Why HR practices are not evidence-based. *Academy of Management Journal*, 50(5), 1033-1036.

Rousseau, D. M., & Barends, E. G. (2011). Becoming an evidence-based HR practitioner. *Human Resource Management Journal*, 21(3), 221-235.

Ulfsdotter Eriksson, Y. (2017). Global HRM standards as boundary objects: a device to enhance legitimacy and status, *Personnel Review*, Vol. 46 Issue: 6, pp.1089-1103, <https://doi-org.ezproxy.ub.gu.se/10.1108/PR-01-2016-0013>

van der Togt, J., & Rasmussen, T. H. (2017). Toward evidence-based HR. *Journal of Organizational Effectiveness: People and Performance*, 4(2), 127-132

+ Additional text (app. 50 pages)

Reference literature

Scott, W. R. (2008). Lords of the dance: Professionals as institutional agents. *Organization studies*, 29(2), 219-238.

Sub-course 2: Labour Relations

Acker, J. (1990). Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations. *Gender and Society*, 4 (2). 139-158.

Bradley, H. & Geraldine. H. (2008). *Ethnicity and Gender at Work: Inequalities, Careers and Employment Relations*, Basingstoke: Palgrave Macmillan (15 pages from chapters 2 and 3. handout)

Baccaro, L., & Howell, C. (2017). *Trajectories of neoliberal transformation: European industrial relations since the 1970s*. Cambridge University Press. (in selection, app. 150 pages)

Choo, H. Y., & Ferree, M. M. (2010). Practicing Intersectionality in Sociological Research: A Critical Analysis of Inclusions, Interactions, and Institutions in the Study of Inequalities. *Sociological Theory*, 28(2), 129–149.

Fernandez-Macias, E. (2012). Job Polarization in Europe? Changes in the Employment Structure and Job Quality, 1995-2007., *Work and Occupations*, 39(2): 157-182.

Furåker B. & Larsson B. (2020). Why and How to Study Trade Union Cooperation in Europe?. In: Trade Union Cooperation in Europe. Palgrave Pivot, Cham.
https://link.springer.com/chapter/10.1007/978-3-030-38770-9_1

Neufeind, M., O'Reilly, J. & Ranft, F. (2018). *Work in the digital age: challenges of the fourth industrial revolution*. Rowan & Littlefield. (in selection, app. 30 pages)

Scott, W. R. (2013). *Institutions and organizations: Ideas, interests, and identities*. Thousand Oaks: Sage Publications.

Visser, J. (2009). The quality of industrial relations and the Lisbon Strategy.
<https://dare.uva.nl/search?identifier=d887136a-5f5c-46f2-80de-79f18091e18a>

+ Additional text (app. 100 pages)

Reference litliterature

Acker, J (2006). Inequality Regimes: Gender, Class and Race in Organizations. *Gender and Society*, 20(4), 441-464. DOI: 10.1177/0891243206289499

McCarthy, L., & Moon, J. (2018). Disrupting the gender institution: Consciousness-raising in the cocoa value chain. *Organization Studies*, 39(9), 1153-1177.

Sub-course 3: Employment Relations and Strategies

Biswas, U. N., Allard, K., Pousette, A., & Härenstam, A. (2017). *Understanding attractive work in a globalized world: Studies from India and Sweden*. Singapore: Springer.

Isidorsson, T., & Kubisa, J. (Eds.). (2018). *Job Quality in an Era of Flexibility: Experiences in a European Context*. Abingdon, Oxon: Routledge.

Jonsson, D. (2007). Flexibility, stability and related concepts. In *Flexibility and stability in working life* (pp. 30-41). Palgrave Macmillan: London. (availale as manuscript on Research Gate/handout)

Neufeind, M., O'Reilly, J., & Ranft, F. (2018). *Work in the digital age: challenges of the fourth industrial revolution*. London: Rowan & Littlefield. (in selection)

+ Additional text (app. 100 pages)