

Book reviews

Edited by David Buchanan

CORE PERSONNEL AND DEVELOPMENT

Mick Marchington and Adrian Wilkinson, London, Institute of Personnel and Development, 1996, 486pp, £19.95, pbk (£17.95 for IPD members)

This is one of a series of texts published under the title 'People and Organisations'. As stated in the editor's foreword, the series has been designed to satisfy new professional standards defined by the IPD, and also to respond to a need for texts covering the knowledge aspects of new and revised N/SVQs in personnel and training development. This text therefore must be seen as standing alongside a planned text on 'core management' and others which address generalist and specialist electives (*Employee Reward*, by Michael Armstrong; *Employee Development* by Rosemary Harrison; *Employee Relations* by John Gennard and Graham Judge). Students will be encouraged to buy the complete package and, if the other texts are as good as this one, will achieve a magnificent return on their investment by way of examination passes.

The first strength of this text lies in the comprehensive coverage. The topics selected include 'The context for personnel and development (P&D)', 'Employee resourcing', 'Employee development', 'Employee reward' and 'Integrating personnel and development'. This selection is based on four 'key assumptions'. First, the subject area is defined as those aspects of people management which need to be understood by all graduates of the IPD,

irrespective of their precise roles or position in organisations. Secondly, the notion of integration – external and internal (or in the authors' terms 'vertical' and 'horizontal') – is central to core P&D standards. Thirdly, P&D specialists need to gain line management commitment to their proposals. Fourthly, issues of ethics and professionalism should guide the specialist contribution. The authors claim their main purpose has been to 'delve beneath the surface by adopting an analytical and evaluative stance to P&D' and to encourage students to engage in a critical assessment of theory and practice and 'basically evaluate the extent to which broad policies can be converted into reality'.

The authors succeed admirably in this objective. The chapters draw heavily on the latest theories and research evidence about the nature and implementation of HRM and debates are treated in a sharply analytical, even-handed manner. There is not a hint of Marxist or postmodernist sympathies but rather a measured, pluralistic standpoint emerges, with leanings towards a critical contingency approach. Part 7, 'Integrating personnel and development', particularly exemplifies these virtues.

A second strength of the book is its enactment of customer sovereignty. This is one of the most user-friendly texts I have ever read, without sacrificing analytical sophistication, and recognising that P&D work is 'going to be fraught with tensions and contradictions and with situations that are characterised by uncertainty, indeterminacy and competing perspectives' (p. 2).

Core Personnel Development 2000 Edition

Arthur James Wells



Core Personnel Development 2000 Edition:

Core Personnel and Development 2000 Update Mick Marchington, Adrian Wilkinson, 2000-03-01 *Core Curriculum for the Generalist Hospice and Palliative Nurse*, 2002 **People Management**, 1999 **Common Core Mathematics Standards and Implementing Digital Technologies** Polly, Drew, 2013-05-31 Standards in the American education system are traditionally handled on a state by state basis which can differ significantly from one region of the country to the next. Recently initiatives proposed at the federal level have attempted to bridge this gap. Common Core Mathematics Standards and Implementing Digital Technologies provides a critical discussion of educational standards in mathematics and how communication technologies can support the implementation of common practices across state lines. Leaders in the fields of mathematics education and educational technology will find an examination of the Common Core State Standards in Mathematics through concrete examples, current research, and best practices for teaching all students regardless of grade level or regional location. This book is part of the Advances in Educational Technologies and Instructional Design series collection. Can Labor Standards Improve Under Globalization? Kimberly Ann Elliott, Richard Barry Freeman, 2003. In this study, the authors move beyond the debate on the relative merits and risks of a social clause in trade agreements and focus on practical approaches for improving labour standards in a more integrated global economy. Employment Relations and HRM in South Korea Tong-wön Kim, Johngseok Bae, 2004. South Korea is one of the rare countries that has experienced political industrial democratization and economic development simultaneously in a relatively short period. However, the full story of democratization and development processes displays two faces: positive and negative aspects to the deployment of labour human resources. This book explains these seemingly contradictory outcomes of Korean employment relations (ER) and human resource management (HRM) based upon a theoretical framework that incorporates logics of environmental constraints and strategies of actors. During three key periods of the previous century: i.e. pre 1987, 1987-1997, and post 1997, the book discusses the paradigm shift in both ER and HRM. This much-needed text contains informative details on Korean ER and HRM of past and present with theoretical and practical views and of transformations and continuities. The book provides policy implications that will stimulate constructive debates regarding the mutual gains strategies for policy makers, management, and employees. **International Labour Review**, 2002 **The Journal of Economic Perspectives**, 2001. This journal attempts to fill a gap between the general interest press and other academic economics journals. Its articles relate to active lines of economics research, economic analysis of public policy issues, state of the art economic thinking, and directions for future research. It also aims to provide material for classroom use and to address issues relating to the economics profession. **The Electrical Journal**, 1910 **Introduction to the Counseling Profession** Douglas R. Gross, 2001. This text is designed for students taking an introductory course in the counseling field who are trying to determine if they are well matched to the counseling profession. Introduction to the Counseling Profession is unique both in

its format and in its content This co edited co authored book is comprised of state of the art information by recognized experts in their respective areas of counseling The content is organized into counseling foundations counseling skills counseling in specific settings and counseling specific populations which provides a comprehensive overview and introduction to the profession of counseling CACREP accredited and CACREP equivalent graduate programs can use this text in connection with meeting CACREP s professional orientation standard

Senior High Core Collection Raymond W. Barber, Patrice Bartell, 2007 Features annotations for more than 6 200 works in the main volume 2007 and more than 2 400 new titles in three annual supplements published 2008 through 2010 New coverage of biographies art sports Islam the Middle East cultural diversity and other contemporary topics keeps your library s collection as current as today s headlines

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The Electrician ,1924
Council of Organization and Others for Education About Parochial, Inc. v. Governor, 455 MICH 557 (1997) ,1997
106092 106094 106106 106111 **Education 02/03** Fred Schultz, 2001-12 Selected articles from magazines newspapers and journals covering educational topics *The British National Bibliography* Arthur James Wells, 2003 **The Economic and Labour Relations Review** ,2002 **Public Library Core Collection** John Greenfield, Patrice Bartell, 2008 Wilson s Public Library Core Collection Nonfiction 13th Edition 2008 recommends reference and nonfiction books for the general adult audience It is a guide to over 9 000 books over 6 500 titles are new to this edition plus review sources and other professional aids for librarians and media specialists Acquisitions librarians reference librarians and cataloguers can all use this reliable guide to building and maintaining a well rounded collection of the most highly recommended reference and nonfiction books for adults All titles are selected by librarians editors advisors and nominators all of them experts in public library services The collection is a valuable tool for collection development and maintenance reader s advisory weeding your collection and curriculum support Richly enhanced records provide a wealth of useful information All entries include complete bibliographic data as well as price subject headings annotations grade level Dewey classification cover art and quotations from reviews Many entries also list awards best book lists and starred reviews Save Time Efficiently organised and includes Starred titles Save Money Allocate your resources to the best materials available Stay Relevant Discover the

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