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

Katrin Zwirglmaier

Core Personnel Development 2000 Edition:

Core Personnel and Development 2000 Update Mick Marchington,Adrian Wilkinson,2000-03-01 *People Management* ,1999 **Core Curriculum for the Generalist Hospice and Palliative Nurse** ,2002 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 intergrated global economy *Employment Relations and HRM in South Korea* Tong-wŏn 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 Documentation** International Labour Organization. Bureau of Library and Information Services,2001 *The Economic and Labour Relations Review* ,2002 **World Development Indicators** ,2002 **International Labour Review** ,2002 *Hofstra Labor & Employment Law Journal* ,2005 *Changing Work and Employment Relations in a Globalizing Asia* International Industrial Relations Association. Asian Regional Congress,2002 Decent work is the ultimate goal but it has to start off with the existence of employment There can be no work without employment there can be no work without jobs In the circle of things sound industrial relations remains to be fundamental **The Journal of Economic Perspectives** ,2001 This journal attempts to fill a gap between the general

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