



A review of human resources management research

The past 10 years and implications for moving forward

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Abstract

Purpose – The purpose of the paper is to present a review of the human resources (HR) research that has been published over the past ten years in discipline-based and hospitality-specific journals and identify key trends and opportunities for advancing future research.

Design/methodology/approach – The paper takes the form of a critical review of the extant literature in the general HR management and hospitality HR management fields.

Findings – A comparison of the findings shows a substantial degree of overlap in the themes and results that have been generated to date. However, several hospitality studies have identified a number of variables that appear to be particularly relevant for labor-intensive, service-focused settings. As such, context-specific factors should be considered in efforts to advance our understanding about the ways in which hospitality HR systems may impact a wide array of individual and organizational outcomes.

Originality/value – The results offer a foundation for advancing future hospitality HR research.

Keywords Hospitality, Staffing, Human resources, Performance appraisal, Training and development, Compensation and benefits

Paper type Literature review

Introduction

The discipline-based research on human resources (HR) management has evolved considerably over the past decade. During this time period, scholars have taken an increasingly closer look at each of the major HR functions to learn more about the ways in which specific types of HR policies, practices and procedures may influence a wide array of individual and firm-level outcomes. In addition, there has been a growing interest in the use of strategic lenses to learn more about the ways in which HR systems may be leveraged to achieve key business objectives. New and more comprehensive frameworks have been presented, and the respective empirical findings have generated numerous insights about the nature of HR systems and how they can be designed and implemented to help companies improve their competitive position.

Similar trends have emerged in the HR research that has been published in hospitality-specific outlets. Indeed, considerable attention has been given to the ways in which each of the primary functional practices, as well as the HR system as a whole, can be leveraged to promote more effective work settings. Many of the hospitality-specific HR studies have been conducted – either explicitly or implicitly – to determine the extent to which the findings from the general domain apply to hospitality contexts. While the contributions of this type of study are generally quite modest, the results have been



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Human Resource Research Papers

Nick Wilton



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Fundamentals of Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-12-10
Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace Strategic Human Resource Management Feza Tabassum Azmi, 2019-05-23 Provides students in HRM courses and practising managers with a comprehensive view of essential concepts and techniques in the subject Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2018-11-29 Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics by Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo introduces students to the fundamentals of talent management with integrated coverage of data analytics and how they can be used to inform and support decisions about people in an organization Features tied to SHRM competencies and data exercises give readers hands on opportunities to practice the analytical and decision making skills they need to excel in today s job market Engaging examples illustrate key HRM concepts and theories which brings many traditional HRM topics concepts to life Whether your students are future managers or future HR professionals they will learn best practices for managing talent across the lifecycle in the changing workplace

Organizational Behavior and Human Resource Management for Complex Work Environments Belias, Dimitrios, Rossidis, Ioannis, Papademetriou, Christos, 2024-07-10 Navigating the complexities of organizational behavior and human resource management can be daunting in today s fast paced workplaces The ever changing landscape driven by technological advancements and evolving employee expectations challenges professionals and academics alike Many struggle to fully grasp and adapt to these shifts which can lead to low employee engagement ineffective leadership and ethical dilemmas What is needed now is a comprehensive solution that provides insights and strategies to address these challenges head on Organizational Behavior and Human Resource Management for Complex Work Environments takes on this role and delves into critical topics such as leadership employee well being team dynamics and ethical decision making By exploring these subjects readers gain a deeper understanding of the intricacies of modern workplaces and how to navigate them effectively The book bridges the gap between theory and practice offering actionable insights applied in real world scenarios It is a valuable resource for professionals looking to enhance their skills and knowledge in organizational behavior and

human resource management [U.S. Government Research Reports](#) ,1955 **Job Analysis for Human Resource Management** Michael Wilson,1974 *Studying Human Resource Management* Stephen Taylor,Carol Woodhams,2016-05-24 Written by experts in the field with a wealth of academic and practical experience Studying Human Resource Management is essential reading for all those studying the CIPD Level 5 Intermediate qualification in HRM With its discussion of studying HRM managing and co ordinating the HR function and business issues in the context of HR this is also invaluable reading for all students on undergraduate HRM and Business and Management degrees Studying Human Resource Management also has extensive coverage of developing professional practice and using information in HR and now includes additional material on the HR function as well as new coverage of the job of the HR manager Supported by brand new online resources including videos podcasts and interactive multiple choice questions as well as an instructor s manual lecture slides and additional case studies this is a crucial book for all those teaching and studying human resource management **An Introduction to Human Resource Management** Nick Wilton,2025-02-07 Grasp the fundamentals of Human Resource Management with this engaging and accessible text ideal for undergraduate and postgraduate students Covering the key aspects of HRM this bestselling book will prepare you for the strategic decisions and issues you may face in your HR career This updated 6th edition includes current discussions on topics such as the gig economy gender equality and AI and is packed with useful learning features including Case studies from a cross section of global industries such as Netflix Uber and Lego A running case study throughout allowing you to relate theory to practice as you solve the challenges faced by the HR Manager of a hotel HRM in Practice Ethical Insight and Global Insight boxes which look at HRM in a practical context and stimulate critical debate Self test questions and a key terms glossary to allow you to check your understanding as you learn Nick Wilton is Professor of Applied Human Resource Management and Associate Dean of People Accreditation and Reputation at Oxford Brookes Business School **The Ideological Evolution of Human Resource Management** Sami Itani,2017-09-22 This book is a pioneering work that explores and maps out the ideological evolution of HRM research and practices with a particular focus on our contemporary era of multinational corporations [Handbook of Research in International Human Resource Management](#) Günter K. Stahl,Ingmar Björkman,Shad Morris,2012-01-01 Acclaim for the first edition Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers Dana B Minbaeva British Journal of Industrial Relations a rich array of contributors including some of the biggest names in the field Roger Bell Delta Intercultural Academy The second edition of this Handbook provides up to date insight into ground breaking research on international human resource issues today These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium sized country Written by the field s most distinguished researchers the book will stimulate thought for new research and provide a glimpse of where we have been and

where we are going The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture talent management staffing performance management leadership development diversity management international assignment and mobility issues and the role of IHRM in the management of global teams and cross border joint ventures mergers and acquisitions The Handbook illustrates that IHRM research is both theoretically deep and eclectic Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars doctoral students and others interested in IHRM research **U.S. Government Research & Development Reports** ,1970

National Library of Medicine Current Catalog National Library of Medicine (U.S.),1971 First multi year cumulation covers six years 1965-70 **Guide to U.S. Government Publications** ,2008-08 This comprehensive yet concise annual annotated reference source catalogs the important series periodicals and reference tools published by U S government agencies Over the years the index section of the Guide to U S Government Publications has expanded to more than 40 000 entries Agencies and titles are indexed followed by a keyword title index for quick and easy referencing No other single resource provides historical and current information on U S government publications in one place *U.S. Government Research & Development Reports* ,1967-04 **Resources in Education** ,1975-12 **Bibliography of Scientific and Industrial Reports** ,1965-07 **Bibliography of Scientific and Industrial Reports** ,1971 **Human Resource Management** Michael Müller-Camen,Richard Croucher,Susan Rosemary Leigh,2008-01-31 Human Resource Management A Case Study Approach is ideal for all HR students with limited real life experience of HR in the workplace Covering all the essential HR topics including recruitment reward performance management employment relations health and safety and equality and diversity this book expertly uses case studies of these activities and issues in the real world to truly show HR in practice Closely structured around the changing role of the HR function Human Resource Management A Case Study Approach provides expert guidance on HR processes and practices in the modern workplace while also looking forward to the role of HR professionals in the future Packed with case studies international examples and global research this is an essential resource for all students of HR from the beginning of their studies right through to graduation and into the workplace Online resources include powerpoint slides and lecture notes for tutors and additional case studies and multiple choice questions for students **Defense White Paper** ,1990 **Human Resource Management 11e** Alan Nankervis,Marian Baird,Dr Jane Coffey,John Shields,2022-11-18 The Australian HR Institute AHRI endorsed Human Resource Management Strategy and Practice provides a strong conceptual and practical framework for students of human resource management The successful integrative strategic HRM model is retained in this latest edition and the most recent developments in human resource management theories and practices are explored This is the only resource in the market that uses the Australian HR Capability Framework to teach the behaviours and capabilities required by an HR practitioner Premium online teaching and learning tools are available on the MindTap platform Learn more about the online tools au

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