
Book Review

Title : Human Resource Management, gaining a competitive advantage (5th Ed.), Pages 767
Authors : Raymond A Noe, John R. Hollenbeck, Barry Gerhart, Patrick M. Wright
Publisher : Tata McGraw Hill Publishing Company Ltd.

The authors are back with a new and improved 5th edition of the book. They have diverse teaching, research and consulting experiences and their work gives a depth and breadth to the coverage that is not easy to find in other texts. HRM is viewed as critical to the success of the business, the text emphasizes how the HRM functions, as well as the management of human resources can help companies gain a competitive advantage.

This book highlights how choices that companies make about human resource management practices influence employees, managers, shareholders, the community, and ultimately the success of the company.

The book discusses current issues such as e-HRM, finding and keeping talented employees, diversity, and off shoring, all of which have a major impact on business and HRM practices.

Strategic HRM is introduced early in the book and integrated throughout the text.

Examples of how new technologies are being used to improve the efficiency and effectiveness of HRM practices are provided throughout the text and reports of few surveys conducted on HRM by various agencies/organizations are also utilized.

According to authors to win the war for talent, effective human resource management is necessary to gain true competitive advantage in the marketplace. The three challenges companies faces are sustainability, technology and globalization. This edition brings these challenges to life by highlighting real-world examples pertaining to these issues and relating it to the concepts within the chapters. Author's intent is to provide students with the background to be successful HRM professionals, to manage human resources effectively, and to be knowledgeable consumers of HRM products by highlighting important issues in current HRM practices.

Introductory chapter includes detailed discussion of the global, new economy, stake holders and challenges that influence companies' ability to successfully meet the needs of shareholders, customers, employees and other stakeholders.

The other six chapters describe the following aspects:

Part I: environmental forces that companies face in attempting to capitalize on their human resources.

Part II: acquisition and preparation of human resources.

Part III: determination of the value of employees and their talents through retention and development strategies.

Part IV: rewarding and compensating human resources.

Part V: special topics in HRM, including labor management relations, international HRM and managing the HRM functions.

Part VI: Cases at the end of the book integrate the concepts presented.

Teachers can use related questions for discussion in class, which are added in the book at the end of every chapter. Students can utilize self assessment exercises, manager hot seat exercises and strategic exercises for learning practical applicability of the conceptual knowledge which they should have gained by the end of every chapter. This book is also good to read by all the future HR managers and for those who are having professional career in HRM.

*Reviewed by : Ms. Lalita Singh
Senior Lecturer (HRM)
New Delhi Institute of Management
E-mail: lalitasingh09@gmail.com*