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Human Resource Policy: Concepts, Processes & Applications

Mike Fazey

Synopsis

Contemporary thought in HRM focuses very much on HR strategy, but neglects the policy function as the vital link between strategy and practice. The aim of this book is to provide students and practitioners with a conceptual framework and practical guidelines to establish and maintain an effective HR policy function.

Part 1 looks at HR policy from a conceptual perspective. What is it? Why do we need it? What influences the shape of HR policies? This part also examines how policy connects with HR strategy and HR practice, and also how it connects with broader management issues.

Part 2 focuses on processes – essentially how policies are conceived, produced and introduced in organisations. The basic message in this part of the book is that policy making needs to be systematic in order to make policies dynamic and relevant. Part 2 also examines a number of policy management issues and problems, and discusses how these can best be addressed.

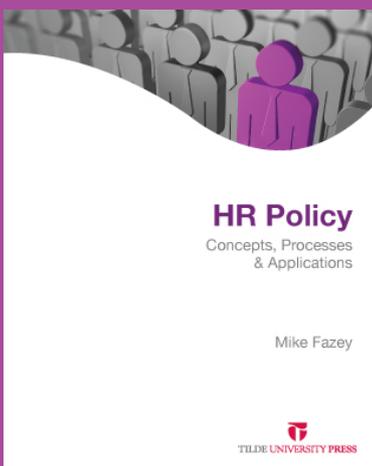
Part 3 looks at the main types of HR policies that most organisations need and discusses the various policy options that might be included. The emphasis in this part of the book is on translating our theoretical understanding of business and people management principles into policies that give life to HR strategies and broader business strategies

Key features

- Re-evaluates the HR policy function in the light of contemporary strategic HR theory and competency frameworks.
- Examines HR policy's contribution to risk management, to organisational culture and change, to organisational ethics, and to corporate social responsibility.
- Provides guidelines and techniques for effective development, design, implementation, management and review of policy.
- Discusses policy options for all major HR functions.
- Provides learning activities including discussion questions, case studies, policy analysis exercises and policy writing exercises.

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About the author

Mike Fazey BA (*Murdoch*), GradDipHRD (*Curtin*), MHRM (*Murdoch*), MAHRI, coordinates the Human Resource Management program in the School of Business at the University of Notre Dame (Fremantle). He has also lectured in human resource management at Murdoch and Edith Cowan Universities.

Mike has more than twenty-five years' experience in human resource management in a variety of management and policy roles. His professional experience encompasses recruitment, learning and development, performance management, change management, organisational development, leadership development and strategic human resource management.

As a practitioner, Mike has been a member of various university business school advisory boards and committees, and was a member of the Western Australian State Council of the Australian Human Resources Institute from 2004 to 2007.



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