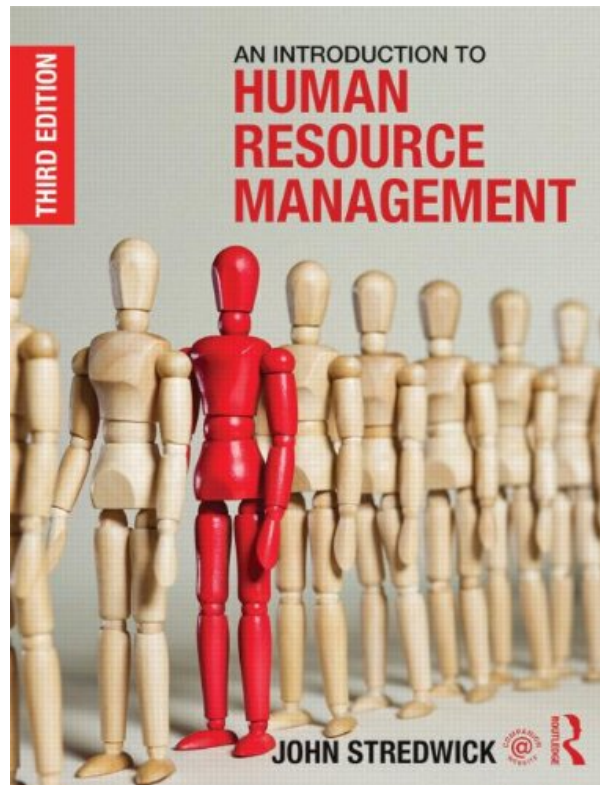
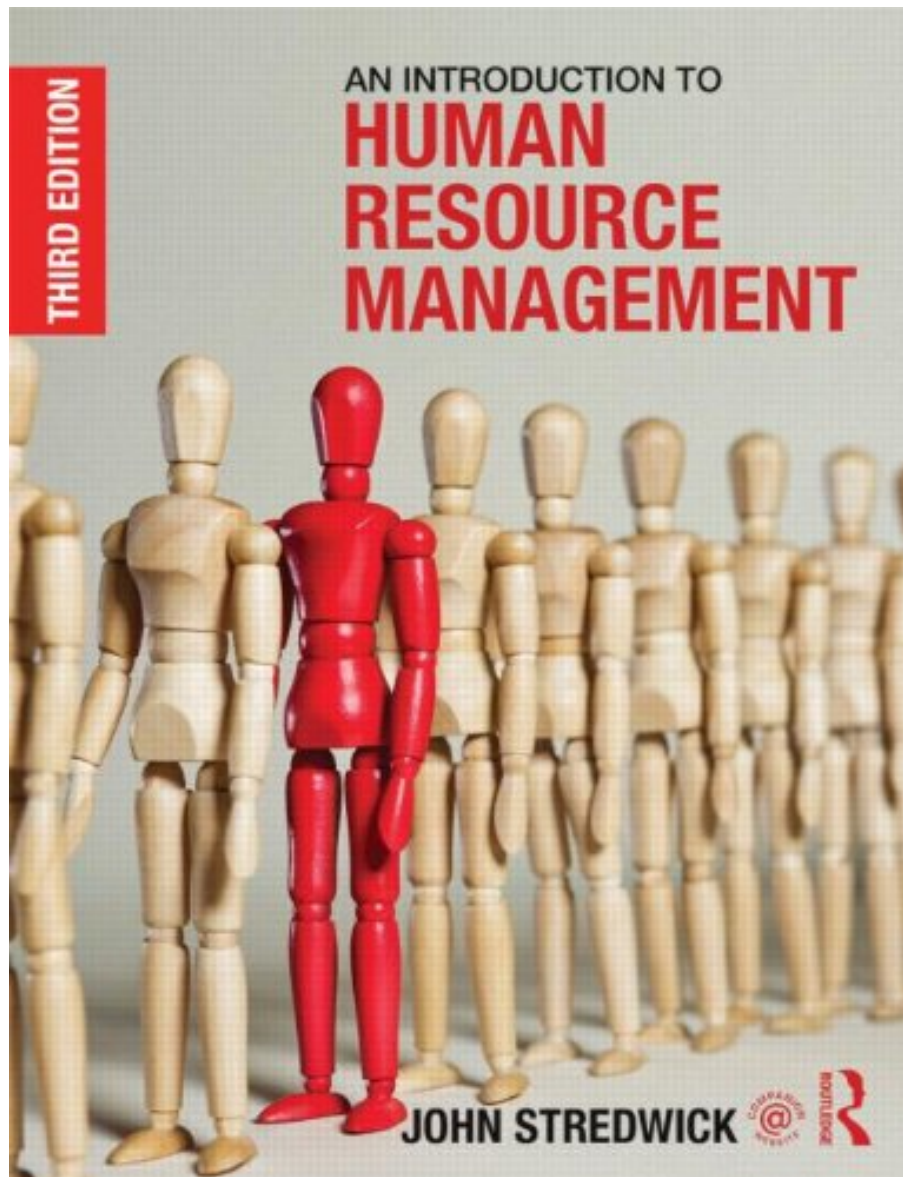


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About the Author

John Stredwick is a writer and consultant in human resources, specialising in reward and flexible working practices. He spent 25 years as an HR practitioner, including experience in publishing, shipbuilding and building services with 11 years as Head of HR at Everest Double Glazing. From 1992 until 2010, he was Senior Lecturer and Head of CIPD studies at Bedfordshire University. He has taught in Singapore and Dubai, and was Visiting Professor at the London campus of Websters University.

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Since its original publication in 2000, this text has been intended for students studying HRM for the first time. Its major features are its comprehensive and wide-ranging nature which deals with all major aspects of HRM in a down to earth and practical way, alongside the necessary theoretical underpinning. The key strength is its accessibility to students new to the subject area where it combines a clear explanation with numerous relevant and interesting cases and comments. The range and nature of HRM is fully illustrated by a combination of real life and fictional case studies which heighten awareness of key issues involved in HRM today.

This new edition will continue to be appropriate for undergraduate courses, especially first and second year students studying an HRM degree but also for post-graduate courses where many students are new to the field of HRM. It continues to be divided into 12 chapters to provide one topic a week on a modular course, but it may be extended into two semesters.

It has been revised to place a greater emphasis on the role of human resources in improving organisational and employee performance. These revisions include the greater use of technology in resourcing and development areas, the change of emphasis from 'recruitment/selection' to 'talent management' and the use of social networking developments as an aid to HR management. Recent legal developments will also be covered including those relating to age discrimination and the regulation of agency workers.

It will be supported by a supplement for tutors and additional web-based cases and other materials for tutors and students.

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