

# MBM408: Block 3: Creating Management Advantage

View Online



1.

Wilkinson, Adrian. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-knowledge.sagepub.com.wam.city.ac.uk/view/hdbk\\_humanresourcemgmt/SAGE.xml](http://0-knowledge.sagepub.com.wam.city.ac.uk/view/hdbk_humanresourcemgmt/SAGE.xml)

2.

Wilkinson A, SAGE Knowledge EBA. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-knowledge.sagepub.com.wam.city.ac.uk/view/hdbk\\_humanresourcemgmt/SAGE.xml](http://0-knowledge.sagepub.com.wam.city.ac.uk/view/hdbk_humanresourcemgmt/SAGE.xml)

3.

CIPD: The UK's Professional Body for Human Resources and People Development.  
<https://www.cipd.co.uk/>

4.

Acas: Help and advice for employers and employees. Help and advice for employers and employees. <http://www.acas.org.uk/index.aspx?articleid=1461>

5.

SHRM: The US Society for Human Resource Management. <https://www.shrm.org/>

6.

Bacon N. Theories of Human Resource Management. Published online 2006.

7.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcempmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcempmt)

8.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcempmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcempmt)

9.

COMBS JAMES, LIU YONGMEI, HALL ANGELA, KETCHEN DAVID. HOW MUCH DO HIGH-PERFORMANCE WORK PRACTICES MATTER? A META-ANALYSIS OF THEIR EFFECTS ON ORGANIZATIONAL PERFORMANCE. Personnel Psychology. 2006;59(3):501-528.  
<http://onlinelibrary.wiley.com/doi/10.1111/j.1744-6570.2006.00045.x/abstract>

10.

Purcell, John. Best practice and best fit: Chimera or cul-de-sac? Human Resource Management Journal. 1999;9(3):26-41.  
<https://www.proquest.com/publication/105951?accountid=14510>

11.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcempmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcempmt)

12.

Engaging for Success: Enhancing Performance Through Employee Engagement.  
<http://engagingsuccess.org/wp-content/uploads/2015/08/file52215.pdf>

13.

Welbourne TM. Employee engagement: Beyond the fad and into the executive suite. Leader to leader. 2007(44).  
<http://0-onlinelibrary.wiley.com.wam.city.ac.uk/doi/10.1002/ltl.231/abstract>

14.

Employee Engagement and Commitment: A guide to understanding, measuring and increasing engagement in your organization.  
<http://www.shrm.org/about/foundation/products/pages/employeeengagement.aspx>

15.

Employee Engagement: Your Competitive Advantage.  
<https://www.shrm.org/ResourcesAndTools/business-solutions/Documents/Engagement%20Briefing-FINAL.pdf>

16.

Purcell J. Disengaging from engagement. Human resource management journal. 24(3).  
<http://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12046/abstract>

17.

Guest D. Employee engagement: a sceptical analysis. Journal of Organizational Effectiveness: People and Performance. 2014;1(2):141-156.  
doi:10.1108/JOEPP-04-2014-0017

18.

Cappelli, Peter<sup>1,2</sup> (AUTHOR) [cappelli@wharton.upenn.edu](mailto:cappelli@wharton.upenn.edu). Talent Management for the Twenty-First Century. Harvard Business Review. 2008;86(Issue 3, p74-81. 8p. 2 Color Photographs):74-81.

19.

Cappelli, Peter. HR for Neophytes. Harvard Business Review. 2013;91(Issue 10):25-27.

20.

Peter Cappelli and JR Keller. Talent Management: Conceptual Approaches and Practical Challenges. Annual Review of Organizational Psychology and Organizational Behavior. 2014;1:: 305--331.

<https://go.openathens.net/redirector/city.ac.uk?url=http://www.annualreviews.org/doi/10.1146/annurev-orgpsych-031413-091314>

21.

The Search for Executive Talent.

<https://www.shrm.org/foundation/ourwork/initiatives/resources-from-past-initiatives/Documents/The%20Search%20for%20Exec%20Talent.pdf>

22.

Developing Leadership Talent.

<https://www.shrm.org/foundation/ourwork/initiatives/resources-from-past-initiatives/Documents/Developing%20Leadership%20Talent.pdf>

23.

Ready, Douglas A.<sup>1,2</sup>Hill, Linda A.<sup>3</sup>Thomas, Robert J.<sup>4</sup>. Building a Game-Changing Talent Strategy. (cover story). Harvard Business Review. 2014;92(1):62-68.

24.

Fernández-Aráoz, Claudio, Groysberg, Boris, Nohria, Nitin. How to Hang On to Your High Potentials. Harvard Business Review. 2011;89(Issue 10, p76-83. 8p. 1 Color Photograph, 1 Illustration):76-83.

25.

Huselid, Mark A., Beatty, Richard W., Becker, Brian E. A Players or A Positions? Harvard Business Review. 2005;83(12):110-117.

26.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.

[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcengmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcengmt)

27.

Dawsonera. Contemporary Human Resource Management: Text and Cases. Fourth edition. (Redman T, Wilkinson A, eds.). Pearson Education Limited; 2013.  
<http://www.vlebooks.com/vleweb/product/openreader?id=CityUniLon&isbn=9780273757863>

28.

Advisory, Conciliation and Arbitration Service - Representation.  
<http://www.acas.org.uk/index.aspx?articleid=1745>

29.

Advisory, Conciliation and Arbitration Service - The Future of Workplace Relations Discussion Paper Series. <http://www.acas.org.uk/index.aspx?articleid=3544>

30.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcengmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcengmt)

31.

Breaugh JA, Starke M. Research on Employee Recruitment: So Many Studies, So Many Remaining Questions. *Journal of Management*. 2000;26(3):405-434.  
<http://journals.sagepub.com/doi/10.1177/014920630002600303>

32.

Ployhart, Robert E. Staffing in the 21st Century: New Challenges and Strategic Opportunities. *Journal of Management*. 2006;32(6):868-897.  
<http://journals.sagepub.com/doi/abs/10.1177/0149206306293625>

33.

Chapman, Derek S., Uggerslev, Krista L., Sarah A. Paasentien, Kelly A., Jones, David A. Applicant Attraction to Organizations and Job Choice: A Meta-Analytic Review of the Correlates of Recruiting Outcomes. *Journal of Applied Psychology*. 2005;(5).  
<https://search.ebscohost.com/login.aspx?direct=true&authtype=ip,shib&custid=s1089299&db=pdh&AN=2005-10696-009>

34.

Ryan, Ann MarieTippins, Nancy T. Attracting and selecting: What psychological research tells us. *Human Resource Management*. 2004;43(4):305-318.  
<https://www.proquest.com/docview/222129432?pq-origsite=summon&accountid=14510>

35.

Wilkinson A. *The SAGE Handbook of Human Resource Management*. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcemgmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcemgmt)

36.

Multisource feedback: Lessons learned and implications for practice. *Human resource management*. 46(2). <http://onlinelibrary.wiley.com/doi/10.1002/hrm.20161/abstract>

37.

Peiperl, Maury A.1,2 [LearnDsgns@aol.com](mailto:LearnDsgns@aol.com). Getting 360° Feedback Right. *Harvard Business Review*. 2001;79(Issue 1):142-147.

38.

Jackman, Jay M. [jayj@stanfordalumni.org](mailto:jayj@stanfordalumni.org) Strober, Myra H.1 [myras@stanford.edu](mailto:myras@stanford.edu). Fear of Feedback. *Harvard Business Review*. 2003;81(4):101-107.

39.

David D, Rose MH. *Performance Management That Makes A Difference: An Evidence-Based Approach*.  
[https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Performance Management.pdf](https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Performance%20Management.pdf)

40.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcemt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcemt)

41.

Rynes SL, Gerhart B, Minette KA. The importance of pay in employee motivation: Discrepancies between what people say and what they do. *Human Resource Management*. 2004;43(4):381-394. doi:10.1002/hrm.20031

42.

Shaw JD, Gupta N. Let the evidence speak again! Financial incentives are more effective than we thought. *Human Resource Management Journal*. 2015;25(3):281-293. doi:10.1111/1748-8583.12080

43.

Brown D, Reilly P. Reward and Engagement. *Compensation & Benefits Review*. 2013;45(3):145-157. doi:10.1177/0886368713497546

44.

Ogbonnaya C, Daniels K, Nielsen K. Does contingent pay encourage positive employee attitudes and intensify work? *Human Resource Management Journal*. 2017;27(1):94-112. doi:10.1111/1748-8583.12130

45.

Francine D. Blau and Lawrence M. Kahn. The Gender Pay Gap: Have Women Gone as Far as They Can? *Academy of Management Perspectives*. 2007;21(1).  
[https://0-www-jstor-org.wam.city.ac.uk/stable/4166284?pq-origsite=summon&seq=1#metadata\\_info\\_tab\\_contents](https://0-www-jstor-org.wam.city.ac.uk/stable/4166284?pq-origsite=summon&seq=1#metadata_info_tab_contents)

46.

Martin J. Conyon. Executive Compensation and Incentives. Academy of Management Perspectives. 2006;20(1).  
[https://0-www-jstor-org.wam.city.ac.uk/stable/4166217?pq-origsite=summon&seq=1#metadata\\_info\\_tab\\_contents](https://0-www-jstor-org.wam.city.ac.uk/stable/4166217?pq-origsite=summon&seq=1#metadata_info_tab_contents)

47.

Wilkinson A. The SAGE Handbook of Human Resource Management. SAGE; 2010.  
[http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk\\_humanresourcengmt](http://0-sk.sagepub.com.wam.city.ac.uk/reference/hdbk_humanresourcengmt)

48.

Blyton P, Heery E, Bacon NA, Fiorito J, Ebook Central. The SAGE Handbook of Industrial Relations. SAGE Publications; 2008.  
<https://ebookcentral.proquest.com/lib/city/detail.action?docID=1024093>

49.

Boxall PF, Purcell J, Wright P. The Oxford Handbook of Human Resource Management. Oxford University Press; 2007.

50.

Ackroyd S, Batt R, Thompson P, Tolbert PS, Oxford Handbooks Online. The Oxford Handbook of Work and Organization. Vol Oxford Handbooks Ser. Oxford University Press, Incorporated  
<https://go.openathens.net/redirector/city.ac.uk?url=https%3A%2F%2Facademic.oup.com%2Fedited-volume%2F38663>

51.

Advisory, Conciliation and Arbitration Service Advisory booklet - Flexible working and work-life balance. <http://www.acas.org.uk/index.aspx?articleid=1283>

52.

Anupindi R. Managing Business Process Flows: Principles of Operations Management. 3rd ed., International ed. Prentice Hall; 2012.  
<https://ebookcentral.proquest.com/lib/city/detail.action?docID=5137163>



53.

Anupindi R, Anupindi R, Chopra S, et al. Managing Business Process Flows. 3rd ed. Pearson Education UK; 2013.

<https://ebookcentral.proquest.com/lib/city/detail.action?docID=5137163>

54.

Slack N, Brandon-Jones A. Essentials of Operations Management. Second edition. Pearson; 2018. <https://ebookcentral.proquest.com/lib/city/detail.action?docID=5487636>

55.

Wyner, Gordon [gordon@msi.org](mailto:gordon@msi.org). The Uncertain Future of Market Research. Marketing News. 2017;51(Issue 5):18-19.

<http://0-search.ebscohost.com.wam.city.ac.uk/login.aspx?direct=true&db=bth&AN=123460073&site=ehost-live>

56.

WYNER, GORDON1 [gordon.wyner@gmail.com](mailto:gordon.wyner@gmail.com). Brand Decline or Evolution? Marketing News . 2015;49(Issue 4):22-23.

<http://0-search.ebscohost.com.wam.city.ac.uk/login.aspx?direct=true&db=bth&AN=102029448&site=ehost-live>

57.

Tim Walker. How much ...? The rise of dynamic and personalised pricing. Guardian. Published online 20 November 2017.

<https://www.theguardian.com/global/2017/nov/20/dynamic-personalised-pricing>

58.

Integrating Marketing Communications: New Findings, New Lessons, and New Ideas | Journal of Marketing. <http://0-journals.ama.org.wam.city.ac.uk/doi/10.1509/jm.15.0419>

59.

Christensen, Clayton M.<sup>1</sup>Hall, Taddy<sup>2</sup>Dillon, KarenDuncan, David S.<sup>3</sup>. Know Your Customers' 'Jobs to Be Done'. (cover story). Harvard Business Review. 2016;94(Issue 9):54-60.

60.

Edelman Marc, David C. Competing on Customer Journeys. Harvard Business Review. 2015;93(Issue 11, p88-7. 10p. 1 Color Photograph):88-7.

61.

Schneider, Joan<sup>1</sup>Hall, Julie<sup>2</sup>. Why Most Product Launches Fail. Harvard Business Review. 2011;89(Issue 4, p21-23. 3p. 5 Color Photographs):21-23.