



Managing Human Resources Through Strategic Partnerships

By Susan E. Jackson, Randall S. Schuler

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Managing Human Resources Through Strategic Partnerships, 8e allows students to capture the excitement of this dynamic field in an interactive and tightly integrated text. Managing human resources effectively requires mutual understanding and collaboration among HR professionals, managers, and all other employees. In this edition, the authors encourage such collaboration by clearly presenting principles for effectively managing human resources and also explaining the different HR roles and responsibilities of the three primary HR partners. Together, these HR partners can develop and implement an approach to human resource management that satisfies the needs of the organization as well as the multiple external stakeholders who ultimately determine its success.

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Managing Human Resources Through Strategic Partnerships By Susan E. Jackson, Randall S. Schuler Bibliography

- Sales Rank: #4785397 in Books
- Published on: 2002-04-02
- Original language: English
- Number of items: 1
- Dimensions: 10.25" h x 8.50" w x 1.25" l,
- Binding: Hardcover
- 766 pages

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Editorial Review

Review

Over the years, Jackson and Schuler have displayed a unique ability to integrate contemporary and accepted material on a variety of business disciplines and to show a clear and defined link between those disciplines and HRM. In today's quickly changing world, it is becoming more and more clear that employees are an organization's greatest asset, and in many ways Jackson and Schuler demonstrate why that is so.

This text is written at a high enough level for graduate students and does a good job linking strategic management and HR's role. The Triad building blocks are excellent. There are other good HR texts, but they are not really written for graduate students.

I use this text because I believe it to be the most complete text written at a level that is suitable for an undergraduate introductory course.

This is the most up-to-date text with a strategic HR bent and has application materials at the end of the chapters. I also had to have a textbook that would appeal to line managers who were my audience--not HR professionals.

About the Author

Susan E. Jackson is Distinguished Professor of Human Resource Management in the School of Management and Labor Relations, Rutgers University--New Brunswick, NJ. She received her doctoral degree from the University of California at Berkeley and previously held positions on the faculties of New York University, University of Michigan, and University of Maryland. She is an active member and Past President of the Academy of Management and founder of greenHRM.org, which is an online resource for students, teachers, and scholars interested in managing human resources in environmentally sustainable organizations. In addition to green HRM, she is an expert in strategic human resource management and the social dynamics of effective work teams. She has published dozens of articles and book chapters on these and related topics. She is the author or editor of several books, including, *Managing Knowledge for Sustainable Competitive Advantage* (with Michael Hitt and Angelo DeNisi), *Managing Human Resources in Cross-Border Alliances* (with Randall Schuler and Yadong Luo), *Diversity in Work Teams*, and *Managing Human Resources in Environmentally Sustainable Organizations* (forthcoming, with Deniz Ones and Stephan Dilchert). Professor Jackson also serves as a Book Editor for the Routledge Series in Global Human Resource Management.

Randall S. Schuler is Distinguished Professor of International Human Resource Management and Human Resource Strategy, Past Director of the Masters in HRM Program, and Founder and Past Director of the Center for Global Strategic Human Resource Management in the Department of Human Resource Management in the School of Management and Labor Relations at Rutgers University. He is also on the faculty of the Lorange Institute of Business Zurich as a Research Fellow and the faculty of Lancaster Management School as a Visiting Fellow. His interests are global human resource management, strategic human resource management, the human resource management function in organizations and the interface of business strategy and human resource management. He has authored or edited over forty-five books. In addition, he has contributed over sixty chapters to reading books and has published over one-hundred articles in professional journals and academic proceedings. Presently, he is Chief Editorial Consultant for the *European Journal of International Management* and is on the Editorial Boards of several journals including the *Cross Cultural Management*, *Organizational Dynamics*, *Journal of World Business*, *The International*

Journal of Human Resource Management, and Asia Pacific Journal of Human Resources. Currently he is co-editing a GLOBAL HRM Series for Routledge Publishing, London England, with P. Sparrow, S. Jackson and M. Poole. It is comprised of more than twenty books and involves more than 300 authors from around the world. He is a Fellow of the American Psychological Association, a Fellow of the British Academy of Management, a Fellow of the Society for Industrial and Organizational Psychology, and a Fellow of the Academy of Management.

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