

Book Review

Strategic Human Resource Management: A Research Overview

Reviewed by Patricia Ordóñez de Pablos, The University of Oviedo, Spain

Strategic Human Resource Management: A Research Overview

John Storey, Patrick M. Wright, and Dave Ulrich

© 2018 by Routledge

112 pp.

\$42.81

ISBN 9781138591998

The book titled “Strategic human resource management. A research overview” published by Routledge maps the field of strategic human resource management (HRM) and the implications of changes in economy, society and technology, among others. Over the last 30 years the focus shifted from considering workers as costs to understand workers as assets able to create a long term sustained competitive for companies and nations. The term human capital, one of the components of intellectual capital, attracted attention in the academic and business contexts generating many contributions in the literature of HRM and intellectual capital.

In the seven chapters of the book, the authors John Storey, Patrick M. Wright, and Dave Ulrich, 3 global experts on HRM, discuss the emergence and development of the field of strategic human resource management, explore the link between HR practices and organizational performance, analyze critical research on strategic HRM practices, review HR function and HR competences, examine drivers of different modes of employment management as well as the concepts of HR fit, flexibility and agility. Finally, the book explores challenges and opportunities in the field of strategic human resource management as economic, social and technological contexts change over time, especially in the current globalized economy.

This concise volume will be particularly useful for academics, researchers and students (undergraduate and postgraduate) with interest in the field of business and specifically in human resource management as well as directors of human resource management in companies. A great source of knowledge and insights to understand the current state of the field of SHRM and envision future-oriented challenges and research agendas.