



# People Management and Performance

*John Purcell, Nicholas Kinnie, Juani Swart, Bruce Rayton, Susan Hutchinson*

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Do human resource management practices actually work? This timely and engaging volume examines the links between people management practices and organizational performance. Focusing on the implementation and impact of HR strategies, the book puts forward a model, which draws attention to:

- The importance of the culture and values of the organization
- The needs of professional knowledge workers
- The links between human resources and performance

*People Management and Performance* takes a critical view of how and why HR practices have had a positive impact on a range of organizations and also considers the implications for theory and practice. Incorporating case studies from well known organizations, such as Nationwide and Selfridges, this book will be of interest to graduate students of HRM and business and management, as well as practitioners working in the field.

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