**Chapter 1: Introducing Human Resource Management**

**www.cipd.co.uk**

The Chartered Institute of Personnel and Development website is an excellent starting point for anyone interested in HRM. CIPD is based in the UK and Ireland and is the world’s largest chartered HR and development professional body.

**www.shrm.org**

The Society for HRM is a US-based association that promotes the role of HR as a profession and provides education, certification and networking to its members.

**www.hrdiv.org**

The HR Division of the Academy of Management (www.aomonline.org) looks at how organizations can improve performance through effective management of their human resources. The British Academy of Management (www.bam.ac.uk) also has an HRM Special Interest Group.

**www.ahri.com.au**

The Australian HR institute (AHRI) is the national association representing HR and people management professionals in Australia. The website contains lots of useful information, including research and reports.

**Chapter 2: Workforce Planning and Talent Management**

**www.pearnkandola.com**

Pearn Kandola is a firm of psychologists who work closely with employees and organizations on issues relating to talent management and workforce planning. They have regular blogs and examples of how real-life organizational problems are tackled.

**hbr.org**

Harvard Business Review is an excellent website for students, with hundreds of articles on talent management and workforce planning written by industry leaders and world-class academics.

**johancruyffinstitute.org**

The Johan Cruyff Institute aims to educate the next generation of leaders in the sports industry. Its website has many interesting articles on how sports teams all around the world approach the talent management question.

**Chapter 3: Recruitment and Selection**

**www.hrinasia.com**

HR in Asia is an online digital media publication and events platform covering the latest developments in the domains of employer branding, recruitment, retention, employee relations, people development, HR technology and outsourcing.

[**www.changeboard.ae**](http://www.changeboard.ae)

Changeboard’s website informs professionals across the Gulf Cooperation countries.

**www.personneltoday.com**

Personnel Today is the UK’s leading free-access HR website. It provides HR professionals with easy-to-read, timely and relevant content.

**www.unformguidelines.com**

This is a US website providing information on all selection procedures used to make employment decisions, including interviews, review of experience or education from application forms, work samples, physical requirements and evaluations of performance.

**www.irishtimes.com/jobsboard/**

The recruitment page of the *Irish Times* website has numerous examples of job descriptions and person specifications.

**www.monster.co.uk/**

**www.monster.ie**

Monster’s website is full of interesting links and articles on selection methods, such as telephone interviews, as well as an excellent example of an e-recruitment site.

**Chapter 4: Employee Engagement, Induction, Turnover and Retention**

**www.shrm.org/search/pages/default.aspx?k=turnover**

The SHRM is a useful site for clear definitions and worked-out examples of how to calculate turnover rate within an organization .

**www.ere.net**

Useful website with articles about recruitment retention and turnover.

**www.cipd.co.uk/search?q=podcasts**

This website contains podcasts on many of the issues covered in this chapter.

**www.cipd.co.uk/hr-resources/factsheets/employeeturnover-retention.aspx**

CIPD short fact sheets are an invaluable source of information for HR practitioners, and also help students of HR to understand how the theory is applied in reality ,in this case, turnover and retention.

**Chapter 5: Managing the Employment Relationship**

**www.ilo.org**

The website of the International Labour Organization, a tripartite United Nations agency which sets labour standards; the website includes research on employment

**www.eurofound.europa.eu**

The European Foundation for the Improvement of Living and Working Conditions is an EU agency which designs better living and working conditions. Eurofound undertakes significant research.

**www.oecd-ilibrary.org**

The Organization for Economic Co-operation and Development promotes policies on economic and social well-being, and it undertakes research reports on employment and labour market issues.

**www.worker-participation.eu**

A website provided by the European Trade Union Institute which provides information on industrial relations and employee participation across the EU.

**Chapter 6: Diversity and Equality in the Workplace**

***European Union***

**Ed.europa.eu/Eurostat**

Eurostat provides a wealth of statistical information at European level. It also publishes reports that will be useful to anyone researching labour markets, diversity and equality issues**.**

***United Kingdom***

**www.acas.org.uk**

The Advisory, Conciliation and Arbitration Service website provides useful and detailed information on statutory rights and obligations in the workplace and also provides information on relevant documentation that would be needed when processing a claim. It is also the investigating body for claims.

**www.achieveability.org.uk**

This organization works for the promotion of educational, employment and training opportunities for people who are neurodivergent (autistic, dyspraxic, dyslexic, ADHD).

***Republic of Ireland***

**www.workplacerelations.ie**

Workplace Relations is an Irish government website that provides information on legislation and rights, publications on equality and information for employers and employees.

***Australia***

**www.workplacerelations.ie**

The Australian Human Rights Commission is responsible for promoting and protecting human rights in Australia. You can read about their campaigns and work with different groups, such as Aboriginal and Torres Strait Islander peoples, on their website. They also investigate complaints about discrimination and breaches of human rights.

***India***

**Labour.gov.in**

The Ministry of Labour and Employment is responsible for protecting and safeguarding workers’ interest in India, and particularly for those who are poor or disadvantaged.

***USA***

**www.eeoc.gov**

The Equal Employment Opportunity Commission website has information on equality issues, research, news, access to information on rights and obligations, and access to info on processing claims and cases.

**Chapter 7: Performance Management**

[**www.mckinsey.com**](http://www.mckinsey.com)

This is the website of global consulting firm McKinsey & Company which offers its services to businesses, governments and non-profit organizations around the world. On its website, the company shares some of its cutting-edge practical articles which contain advice from many global leaders and HR directors about effective performance management.

**dupress.deloitte.com**

This website is called Deloitte University Press and provides insights, analysis and advice for businesses on many HR topics including performance management.

**www.ahri.com.au/assist/performance-management**

This is the website of the Australian HR Institute (AHRI) which is the national association representing HR and people management professionals in Australia. This website contains many practical, easy-to-read and fun articles on performance management.

**main.opm.gov/perform/plan.asp**

The website of the US Office of Personnel Management provides an extensive and comprehensive series of linkages or guides to the practice of setting performance expectations and goals for groups and individuals, to enable them to channel their efforts towards achieving organizational objectives. It includes sample measures to determine whether expectations and goals are being met. Emphasis is given to the process of involving employees in the planning, helping them understand the goals of the organization, what needs to be done, why it needs to be done, and how well it should be done.

**www.tbs-sct.gc.ca/tou/pmc-dgr/intro-eng.asp**

The Performance Management website of the Treasury Board of Canada Secretariat provides a comprehensive source of practical information on the key features associated with performance management, including the approach to the practice, its application to probationers, its role in dealing with underperformance and its relationship to the disciplinary process/procedure.

**www.pmia.org.au/**

The website of the Performance Management Institute of Australia provides an extensive range of information and tools to promote the ‘World’s Best Practice’ in employee performance management to Australian businesses, corporations, not-for-profit and government organizations. It provides up-to-date research, news and information on the state of performance management around the world.

**hrweb.berkeley.edu/performance-management/tools**

The website of the Human Resources Department at the University of Berkeley, California offers visitors an impressive array of tools and resources designed to help managers and supervisors effectively engage with the performance management or evaluation process. As well as the practically oriented toolkit, it offers guidance on the planning, checking and assessing phases of the performance management cycle, together with sample forms, rating scale descriptors and an online training programme.

**Chapter 8: Managing Rewards**

**http://youtu.be/u6XAPnuFjJc**

Highlights from an interview with Dan Pink about motivation.

**www.cipd.co.uk/hr-resources/factsheets/reward-payoverview.aspx**

The CIPD provides a broad range of resources on various HR policies and practices. Follow this link to see its pay and reward fact sheets.

**www.mercer.com/services/1351270**

Read more about Mercer’s International Position Evaluation System (IPE) at the link above, which offers organizations an independent method to compare various aspects of a job and rank positions against each other.

**www.watsonwyatt.com/tools/globalgradingsystem/tour/**

**index.asp**

Towers Watson has developed the Global Grading System (GGS) to help companies level jobs across functions, business units and countries. Follow the link to take a tour of the software that supports the Global Grading System.

**www.bbk.ac.uk/jobevaluation/**

Follow this link to see how the University of London has used the Hay System for its job evaluation exercise.

**www.peoplemanagement.co.uk**

*People Management* is the UK’s number one HR magazine and official magazine of the CIPD. The website provides news, features and all the latest thinking and advice in HR.

**Chapter 9: Learning and Development**

**www.investorsinpeople.co.uk**

Investors in People UK is a business improvement tool that provides an accredited framework for organizations wishing to achieve business goals and performance through people.

**http://eacea.ec.europa.eu/education/eurydice/**

The Eurydice Network provides information on and analyses of European education systems and policies and is coordinated and managed by the EU Education, Audiovisual and Culture Executive Agency in Brussels.

**www.ahrd.org**

The Academy of Human Resource Development is a global organization comprising a scholarly community of academics and reflective practitioners. It studies HRD theories, processes and practices and disseminates information about HRD through four affiliated peer reviewed journals.

**www.cedefop.europa.eu/EN /**

Cedefop is the European Centre for the Development of Vocational Training. It works closely with the European Commission, governments, representatives of employers and trade unions, vocational training researchers and practitioners to strengthen European cooperation.

**www.ufhrd.co.uk**

The University Forum for Human Resource Development is a not-for-profit partnership that seeks to create, develop and inform leading-edge HRD theories and practices through an international network of universities, individuals and organizations promoting cooperative research initiatives.

**Chapter 10: Career Development**

**www.cipd.co.uk/hr-careers**

CIPD ’s HR Careers site provides an excellent overview of the various career options available to those interested in a career in HR , in addition to a ‘careers clinic’ and various resources that should be of interest to anyone looking for assistance in seeking employment.

**Chapter 11: Human Resource Analytics**

**www.cipd.co.uk/knowledge/strategy/analytics/factsheet**

The CIPD is a professional body for HR and people development – experts on the world of work and career partner to over 140,000 members around the world. This website contains a number of interesting factsheets, articles and reports centred on HR analytics.

**www.youtube.com/watch?v=Ft04PactXos**

The website of the Society for Industrial and Organizational Psychology (SIOP) is the premier membership organization for those practising and teaching industrial and organizational psychology. While an independent organization with its own governance, SIOP is also a division within the American Psychological Association and an organizational affiliate of the Association for Psychological Science. There has been an increasing awareness among psychologists of the usefulness of data analytics in making HR-related decisions.

**insidebigdata.com/2017/03/30/government-use-data-analytics-case-studies**

insideBIGDATA is a news outlet that distils news, strategies, products and services in the world of big data for data scientists as well as IT and business professionals. The focus is on big data, data science, artificial intelligence, machine learning and deep learning.

**Chapter 12: Health, Safety and Employee Wellbeing**

**www.hse.gov.uk**

The UK Health and Safety Executive provides a wealth of information on health and safety matters for individuals and organizations.

**www.ergonomics.org.uk**

The Institute of Ergonomics & Human Factors provides regularly updated news regarding ergonomics in the workplace and has a large library of useful books and journals.

**www.hsa.ie**

The Irish Health and Safety Authority provides specific guidance for Irish organizations and has a dedicated section for small to medium-sized enterprises.

**http://agency.osha.eu.int**

The European Agency for Safety and Health at Work looks at risks at work, and how to integrate health and safety into other policy areas, such as education, public health and research at a European level.

**http://epp.eurostat.ec.europa.eu/portal/page/portal/health/introduction**

Eurostat is the statistical office of the EU and its task is to provide the EU with statistics at European level that enable comparisons between countries and regions, in this case comparisons on health and safety statistics across European countries.

**Chapter 13: International Human Resource Management**

**www.brookfieldgrs.com**

Brookfield Global Relocation Services produces the Global Relocation Trends Surveys, a huge source of data for issues to do with expatriation.

**www.harzing.com**

Harzing.com is Anne-Wil Harzing’s website. She is a professor in international management and provides information, online papers and resources about IHRM.

**www.expatfocus.com**

Expat Focus provides comprehensive information and support resources for expatriates. Has impartial information on countries and provides opinions and advice from experienced expatriates.

**Chapter 14: Corporate Social Responsibility and Human Resource Management**

**www.fairlabor.org/**

The Fair Labor Association is one of the leading international organizations working with MNC s to monitor and improve working conditions in supply chain factories. It is an affiliation of NGOs, universities and CSR-minded companies. The website provides information on the companies it works with and the Fair Labor Association code of conduct.

**makeitfair.org/en**

The Make It Fair website is a source of information on working conditions and environmental issues in the electronics industry.

**www.globallabourrights.org/**

The Institute for Global Labour and Human Rights conducts research on working conditions and public campaigns to promote workers’ rights. The website has a wide range of information about working conditions in the global economy.

**www.bitc.org.uk/**

Business in the Community is a business membership organization that promotes CSR. The website contains reports and information on a range of CS R issues. It also has case studies of best practice CSR. Affiliated organizations addressing gender and diversity issues are Opportunity Now and Race for Opportunity, which share a website **www.bitcdiversity.org.uk/**