SAGE journal articles

# Chapter 1: What is HRM?

Human resource management and performance: Evidence from small and medium-sized firms

Description: This paper provides evidence to suggest that investment in human resource management in SMEs positively enhances sustained competitive advantage on a range of metrics including profitability and innovation, as well as leading to positive employment outcomes such as lowered labour turnover.

<http://journals.sagepub.com/stoken/rbtfl/aGXqW6t7I7Qic8C5f4Vr/pdf/10.1177/0266242612465454>

Reinventing human resource management: Business partners, internal consultants and the limits to professionalization

Description: This article examines how HR managers interpret the role of business partners and internal consultants and assesses the extent to which this results in greater self-esteem and organisational status and contributes towards identity as a member of a unitary HR profession.

<https://journals.sagepub.com/stoken/rbtfl/pIdEtOzAB72vc/pdf/10.1177/0018726708094860/pdf/10.1177/0018726708094860>

HR and the line: The distribution of HR activities in Australian organisations

Description: The following article presents research evidence on the trend within Australian organisations to devolve people management activities to line management and the differing views of HR and line managers about the extent to which they consider it likely to yield positive results.

<https://journals.sagepub.com/stoken/rbtfl/z3lkS8HU2DjBQ/pdf/10.1177/1038411106066399/pdf/10.1177/1038411106066399>