SAGE journal articles

# Chapter 9: Managing reward

Mimesis: Learning through everyday activities and interactions at work

This article provides an interesting and comprehensive discussion of the processes of learning through work and interactions and of the concept of mimesis through which learning takes place through a process of observation, imitation and action. It concludes with some implications of mimesis for HRD in practice.

<http://journals.sagepub.com/stoken/rbtfl/Q6S8FJCQWcpxfEpnRDd4/pdf/10.1177/1534484314548275>

What HRD Is Doing – What HRD Should be Doing: The Case for Transforming HRD

Drawing on an extensive literature review, this article explores the contemporary role of HRD in the context of extant criticisms and challenges of its function.

<https://journals.sagepub.com/stoken/rbtfl/KK5VLT6MOIFOW4PX0DCV9/pdf/10.1177/1534484319877058>

Modify the Redefined: Strategic Human Resource Development Maturity at a Crossroads

This article reviews and critiques strategic human resource development (SHRD) models that examine the strategic embeddedness or maturity of HRD in organizations and offers an update of McCracken and Wallace’s model of SHRD.

<https://journals.sagepub.com/stoken/rbtfl/XUSWXAKECIL1DG74ZPXQP2/pdf/10.1177/1534484319847043>

Human resource development and society: Human resource development’s role in embedding corporate social responsibility, sustainability and ethics in organizations

This article introduces a special edition of the journal and examines the role of HRD in addressing important societal issues. It discusses and provides a useful framework by which to understand how HRD at different levels of the organisation can actively contribute to a firm’s CSR agenda, whilst also ensuring ongoing business success.

<http://journals.sagepub.com/stoken/rbtfl/yZeDh2Ank3tYZ8ChKwCF/pdf/10.1177/1523422310394757>