



FÖRETAGSEKONOMISKA INSTITUTIONEN

ENFE111 Aktuell forskning om Human Resource Management ur ett nordiskt perspektiv, 7,5 högskolepoäng

Contemporary Research in Human Resource Management from a Nordic perspective, 7.5 credits

Forskarnivå / Third-cycle level

Litteraturlista för ENFE111

Litteraturlistan är fastställd av Företagsekonomiska institutionen 2022-09-28, att gälla från och med vårterminen 2023.

Se litteraturlistan på nästa sida.

*Literature list: Contemporary Research in Human Resource Management from
a Nordic perspective (7,5 ECTS)*

Seminar 1: The evolution of the HRM research field:

Armstrong, M., & Brown, D. (2019). Strategic Human Resource Management: back to the future. *Institute for Employment Studies reports*, 1-36.

https://www.employment-studies.co.uk/system/files/resources/files/517_Strategic-Human-Resource-Management-Back-to-the-future-IES-CIPD-2019.pdf

Beer M, Boselie P, and Brewster C (2015), 'Back to the future: implications for the field of HRM of the multi-stakeholder perspective proposed 30 years ago', *Human Resource Management*, 54 (3)

López-Cotarelo J (2018), 'Line managers and HRM: a managerial discretion perspective', *Human Resource Management Journal*, 28 (2), pp 255-7

Seminar 2: The role of the HR function.

Alfes, K., Truss, C., & Gill, J. (2010). The HR manager as change agent: Evidence from the public sector. *Journal of change management*, 10(1), 109-127.

Heizmann, H., & Fox, S. (2019). O Partner, Where Art Thou? A critical discursive analysis of HR managers' struggle for legitimacy. *The International Journal of Human Resource Management*, 30(13), 2026-2048.

Keegan, A., Bitterling, I., Sylva, H., & Hoeksema, L. (2018). Organizing the HRM function: Responses to paradoxes, variety, and dynamism. *Human Resource Management*, 57(5), 1111-1126.

Seminar 3: Institutional theory/perspective in HRM

Bévort, F., & Poulfelt, F. (2015). Human resource management in professional services firms: Too good to be true? Transcending conflicting institutional logics. *German Journal of Human Resource Management*, 29(2), 102-130.

Meyer, J. W., & Rowan, B. (1977). Institutionalized organizations: Formal structure as myth and ceremony. *American journal of sociology*, 83(2), 340-363.

Baron, J. N., Dobbin, F. R., & Jennings, P. D. (1986). War and peace: The evolution of modern personnel administration in US industry. *American journal of Sociology*, 92(2), 350-383.

Seminar 4: Research based on the Cranet Study

Gooderham, P. N., Mayrhofer, W., & Brewster, C. (2019). A framework for comparative institutional research on HRM. *The international journal of human resource management*, 30(1), 5-30.

Prince, N. R., Krebs, B., Prince, J. B., & Kabst, R. (2022). Revisiting Gooderham et al.(1999). “Institutional and Rational Determinants of Organizational Practices: Human Resource Management in European Firms”. *Journal of World Business*, 57(6), 101316.

Stavrou, E., Parry, E., Gooderham, P., Morley, M., & Lazarova, M. (2021). Institutional duality and human resource management practice in foreign subsidiaries of multinationals. *Human Resource Management Journal*.

Seminar 5: Human Resource Management in a Nordic Context

Bevort., F. & Einarsdottir, A., (2021). HRM in the Nordic Context. In E. Parry, C. Brewster og M. Morley (Eds.), *Oxford handbook of contextual approaches to human resource management*. Oxford Handbook of Contextual Approaches to Human Resource Management (pp. 209-238). Oxford: Oxford University
<https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780190861162.001.0001/oxfordhb-9780190861162-e-10> DOI:10.1093/oxfordhb/9780190861162.013.10

Andersen, T., & Hällsten, F. (2016). Nordic HRM distinctiveness and resilience. In M. Dickmann, C. Brewster, & P. Sparrow (Eds.), *International human resource management: Contemporary human resource issues in Europe*. (pp. 100-114). London, UK: Routledge.
https://books.google.is/books?hl=en&lr=&id=fGyaCwAAQBAJ&oi=fnd&pg=PA100&dq=Nordic+HRM+distinctiveness+and+resilience&ots=51yKvIxbns&sig=WRW3ZWR4V0xKJPitzI2m7jJAvy&redir_esc=y#v=onepage&q=Nordic%20HRM%20distinctiveness%20and%20resilience&f=false

Lindeberg, T., Månson, B., & Larsen, H.H. (2013). HRM in Scandinavia – Embedded in the Scandinavian model? In E. Parry, E. Stavrou, & M. Lazarova (Eds.), *Global trends in human resource management* (pp. 147-162). London, Uk: Palgrave Macmillan UK.
https://link.springer.com/chapter/10.1057/9781137304438_8

DOI: [10.1057/9781137304438_8](https://doi.org/10.1057/9781137304438_8)

Seminar 6: Research about Talent management

Dries, N. (2013). The psychology of talent management: A review and research agenda. *Human Resource Management Review*, 23(4), 272-285.
<https://doi.org/10.1016/j.hrmr.2013.05.001>

Collings, D. G., Mellahi, K., & Cascio, W. F. (2019). Global talent management and performance in multinational enterprises: A multilevel perspective. *Journal of management*, 45(2), 540-566. <https://doi.org/10.1177/0149206318757018>

De Boeck, G., Meyers, M. C., & Dries, N. (2018). Employee reactions to talent management: Assumptions versus evidence. *Journal of Organizational Behavior*, 39(2), 199-213. <https://doi.org/10.1002/job.2254>

Seminar 7: Health promotion work/ environment issues

Dellve, L., & Eriksson, A. (2017). Health-promoting managerial work: A theoretical framework for a leadership program that supports knowledge and capability to craft sustainable work practices in daily practice and during organizational change. *Societies*, 7(2), 12.

Dellve L. & Skagert K. Leadership in workplace health promotion projects: 1- and 2-year effects on long-term work attendance. *European Journal of Public Health*. 2007; doi:10.1093/eurpub/ckm004

Dellve, Skagert, Eklöf. The impact of systematic health & safety management for occupational disorders and work ability. *Soc Sci & Med* 2008;67(6):965-70

Seminar 8: The role of the employees in Nordic work life.

Andersson, T. (2018). Followership: An important social Resource for organizational resilience. In *The Resilience Framework* (pp. 147-162). Springer, Singapore.

Alvehus, J. (2018). Conflicting logics? The role of HRM in a professional service firm. *Human Resource Management Journal*, 28(1), 31-44.

Alvesson, M., & Kärreman, D. (2007). Unraveling HRM: Identity, ceremony, and control in a management consulting firm. *Organization Science*, 18(4), 711-723.