Human Resource Management In Australia and New Zealand

Document Type
Edited Book

Publication Date
2012

Abstract
Human Resource Management: in Australia and New Zealand provides a comprehensive approach to the subject. Firstly, it provides the reader with a perspective covering both the Australian and New Zealand contexts. Secondly, it integrates behavioural aspects aligned to organisation behaviour in the overall context of the management of people in the workplace. The book deliberately includes chapters on motivation and teamwork to give a practical approach in exploring the interdependency between human resources and organisational behaviour in the workplace. Thirdly, the themes in the book address contemporary issues which cover specific human resource components such as human resources information systems (HRIS) and equal employment opportunity (EEO). This provides learners with an overall perspective of not only the human resource functions, but also the more contemporary issues that impact on the core functions of human resource management. Fourthly, the chapter on international human resource management in particular focuses on issues extending beyond standard human resources within a particular country. It also provides the international perspective necessitated by the global economy within which both Australian and New Zealand organisations operate.

Comments
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Recommended Citation
HUMAN RESOURCE MANAGERS plan, organise, direct, control and coordinate the human resource and workplace relations activities within organisations. Indicative Skill Level: In Australia and New Zealand: Most occupations in this unit group have a level of skill commensurate with a bachelor degree or higher qualification. At least five years of relevant experience may substitute for the formal qualification. In some instances relevant experience and/or on-the-job training may be required in addition to the formal qualification (ANZSCO Skill Level 1). Tasks Include: determining, implementing, monitoring...

In book: The Development of Human Resource Management across Nations: Unity and Diversity, Publisher: Edward Elgar, Editors: Bruce Kaufman, pp. 46-65. Cite this publication. Christopher Wright. (HRM) in Australia has become an accepted ‘managerial profession’ with its own professional association and credentialism evident in specific education, training and professional networks (Armstrong 1986; Michelson and Kramar 2003). This chapter explores the origins and historical development of HRM in Australian workplaces throughout. However, in contrast to the innovation in factory management evident in the new mass production sectors, the vast majority of Australian manufacturing remained primitive and unsophisticated. A number of Australian studies, funded by the federal and state governments, have criticized these monopolized PSOs for their ineffective, inefficient and costly bureaucratic structures and processes. However, Australia's progression still lags behind other countries such as New Zealand and the United Kingdom.

Public sector reform is usually characterized by the adoption of corporate managerial practices, such as an... Implications from this study will also be discussed in relation to a number of recent studies into the adoption of HRM in Australia and New Zealand....

Another distinguishing feature of HRM is the decentralization of HR management...