

2009 School Seminar Series

Waikato Management School
Te Raupapa



Analytical HRM: An Academic Manifesto

Wednesday, 29 July 2009
1.00pm – 2:00pm
MSB.4.02

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Abstract

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HRM is a field of management practice and HRM academics ought to be concerned with how to be relevant to it. The question is how to place this valid concern on a credible intellectual footing, one that avoids uncritical 'best-practicism' and that both academics and practitioners can respect for its rigorous use of evidence and development of good theory. This seminar argues that teaching, research and professional practice in HRM all benefit from an analytical approach, one which privileges descriptive research and theoretical explanation over normative prescription. Analytical HRM draws on a range of relevant intellectual traditions and methodological tools to identify what managers try to do in HRM, to understand why they seek do it, to uncover how their interactions with employees unfold, and to evaluate who benefits from the process. As such, it offers a more credible basis for the development of theory which can improve organisational effectiveness and enhance societal well-being.

Biography

Dr Peter Boxall is Professor of Human Resource Management in the Department of Management and International Business at the University of Auckland. From 1990 to 1991, he was a Research Fellow in the National Key Centre in Industrial Relations at Monash University. In 1998 and 2006, he was Visiting Professor in the Work and Employment Research Centre at the University of Bath. His research on work and employment has appeared in various international journals. He is co-author with John Purcell of *Strategy and Human Resource Management* (Palgrave Macmillan), co-editor (with John Purcell and Patrick Wright) of the *Oxford Handbook of Human Resource Management* (Oxford University Press) and co-editor (with Richard Freeman and Peter Haynes) of *What Workers Say: Employee Voice in the Anglo-American Workplace* (Cornell University Press).

Presenter: Peter Boxall

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