

# Advanced Performance and HR

View Online



'Academy of Management Executive (08963789)' (no date). Available at:  
<https://uea.idm.oclc.org/login?url=http://web.a.ebscohost.com/ehost/command/detail?sid=696c190a-daa8-446d-a067-7c0dfd04f5c2%40sessionmgr4005&vid=0&hid=4204&bdata=JnNpdGU9ZWZWhvc3QtbGl2ZQ%3d%3d#jid=AUE5&db=bth>.

'An Integrative HRM Process Theorization: Beyond Signalling Effects and Mutu...' (2012) JOURNAL OF MANAGEMENT STUDIES [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000306135900005&authtype=sso&custid=s8993828&site=ehost-live>.

Anderson, NPotocnik, KZhou, J (2014) 'Innovation and Creativity in Organizations: A State-of-the-Science Review, Prospective Commentary, and Guiding Framework', JOURNAL OF MANAGEMENT [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000337638600005&authtype=sso&custid=s8993828&site=ehost-live>.

Aryee, Samuel, Aston University, Aston Business School, Birmingham, United Kingdom, s.aryee@aston.ac.uk Walumbwa, Fred O., W. P. Carey School of Business, Arizona State University, AZ, USSeidu, Emmanuel Y. M., Aston University, Aston Business School, Birmingham, United Kingdom Otaye, Lilian E., Aston University, Aston Business School, Birmingham, United Kingdom (2012) 'Impact of high-performance work systems on individual- and branch-level performance: Test of a multilevel model of intermediate linkages.', Journal of Applied Psychology [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2011-22469-001&authtype=sso&custid=s8993828&site=ehost-live>.

Beer, M., Boselie, P. and Brewster, C. (2015) 'Back to the Future: Implications for the Field of HRM of the Multistakeholder Perspective Proposed 30 Years Ago', Human Resource Management, 54(3), pp. 427-438. Available at: <https://doi.org/10.1002/hrm.21726>.

Beugelsdijk, S. (2008) 'Strategic Human Resource Practices and Product Innovation', Organization Studies, 29, pp. 821-847. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=eoah&AN=14355623&authtype=sso&custid=s8993828&site=ehost-live>.

Birdi, K. (2016) 'Chapter 19 Creativity Training', in H. Shipton (ed.) Human resource management, innovation and performance. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan, pp. 298-312. Available at:  
<http://ebookcentral.proquest.com/lib/uea/detail.action?docID=4185094>.

Boxall, P., Ang, S.H. and Bartram, T. (2011) 'Analysing the "Black Box" of HRM: Uncovering

HR Goals, Mediators, and Outcomes in a Standardized Service Environment', *Journal of Management Studies*, 48(7), pp. 1504–1532. Available at: <https://doi.org/10.1111/j.1467-6486.2010.00973.x>.

Boxall, P.F., Purcell, J. and Wright, P. (2006) *The Oxford handbook of human resource management*. Oxford: Oxford University Press. Available at: <https://uea.idm.oclc.org/login?url=http://dx.doi.org/10.1093/oxfordhb/9780199547029.001.0001>.

'Chapter 5: The role of effective implementation [in] HRM and Performance' (2013) in *HRM and Performance: achievements and challenges*. Available at: <http://ebookcentral.proquest.com/lib/uea/reader.action?docID=1118507&ppg=97>.

'Employee Well-being and the HRM-Organizational Performance Relationship: A ...' (2012) *International Journal of Management Reviews* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=edselc&AN=edselc.2-52.0-84868300921&authtype=sso&custid=s8993828&site=ehost-live>.

Financial Times (no date). Available at: <http://www.ft.com/home/uk>.

'Harvard Business Review' (no date). Available at: <https://uea.idm.oclc.org/login?url=http://web.b.ebscohost.com/ehost/command/detail?sid=e172d9b4-795a-4528-a59e-ab18523bbc2e%40sessionmgr114&vid=0&hid=116&bdata=JnNpdGU9ZWVhc3QtbGl2ZQ%3d%3d#jid=HBR&db=bth>.

Hennessey, BA Amabile, TM (2010) 'Creativity', *ANNUAL REVIEW OF PSYCHOLOGY* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000273885200023&authtype=sso&custid=s8993828&site=ehost-live>.

'Human Resource Management' (no date). Available at: <https://uea.idm.oclc.org/login?url=http://web.b.ebscohost.com/ehost/command/detail?sid=2bde8892-222f-4896-82a8-9a0f1615153b%40sessionmgr198&vid=0&hid=116&bdata=JnNpdGU9ZWVhc3QtbGl2ZQ%3d%3d#jid=HRM&db=bth>.

Human resource management, innovation and performance (2016). Palgrave Macmillan. Available at: <http://ebookcentral.proquest.com/lib/uea/detail.action?docID=4185094>.

'Human Resource Management Journal' (no date). Available at: <http://web.b.ebscohost.com/ehost/command/detail?sid=c6425fe0-3618-4ef0-9af8-99dc7b5db304%40sessionmgr114&vid=0&hid=101&bdata=JmF1dGh0eXBIPXNzbyZjdXN0aWQ9czg5OTM4Mjgmc2l0ZT1laG9zdC1saXZl#jid=114467&db=eoah>.

'Human Resources Development, Creativity and Innovation [in] Human Resource Management, Innovation and Performance' (2016) in *Human resource management, innovation and performance*. Palgrave Macmillan. Available at: <https://ebookcentral.proquest.com/lib/uea/detail.action?docID=4185094>.

'Human Resources Management and Innovative Behaviour, Informal learning activities [in] Human Resource Management, Innovation and Performance' (2016) in *Human resource management, innovation and performance*. Palgrave Macmillan.

Hunter, S.T., Cushenbery, L. and Friedrich, T. (2012) 'Hiring an innovative workforce: A necessary yet uniquely challenging endeavor', *Human Resource Management Review*, 22(4), pp. 303–322. Available at: <https://doi.org/10.1016/j.hrmr.2012.01.001>.

'Individual Reactions to High Involvement Work Processes: Investigating the ...' (2009) *Journal of Occupational Health Psychology* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=edselc&AN=edselc.2-52.0-65249134899&authtype=sso&custid=s8993828&site=ehost-live>.

'International Journal of Human Resource Management' (no date). Available at: <http://web.a.ebscohost.com/ehost/command/detail?sid=e6990e07-8d4b-421c-8c73-733108cbcfcd%40sessionmgr4004&vid=0&hid=4212&bdata=JmF1dGh0eXBIPXNzbyZjdXN0aWQ9czg5OTM4Mjgmc2l0ZT1laG9zdC1saXZl#jid=100172&db=eoah>.

Jiang, J., Wang, S. and Zhao, S. (2012) 'Does HRM facilitate employee creativity and organizational innovation? A study of Chinese firms', *The International Journal of Human Resource Management*, 23(19), pp. 4025–4047. Available at: <https://doi.org/10.1080/09585192.2012.690567>.

Jiang, Kaifeng et al. (2012) 'Clarifying the construct of human resource systems: Relating human resource management to employee performance', *Human Resource Management Review*, 22(2), pp. 73–85. Available at: <https://doi.org/10.1016/j.hrmr.2011.11.005>.

Jiang, K. et al. (2012) 'How Does Human Resource Management Influence Organizational Outcomes? A Meta-analytic Investigation of Mediating Mechanisms', *Academy of Management Journal*, 55(6), pp. 1264–1294. Available at: <https://doi.org/10.5465/amj.2011.0088>.

Jiménez-Jiménez, D. and Sanz-Valle, R. (2008) 'Could HRM support organizational innovation?', *The International Journal of Human Resource Management*, 19(7), pp. 1208–1221. Available at: <https://doi.org/10.1080/09585190802109952>.

'Journal of Management' (no date). Available at: <http://web.b.ebscohost.com/ehost/command/detail?sid=9a9730dc-cf45-439e-a6a1-4b5df52e16bd%40sessionmgr113&vid=0&hid=101&bdata=JmF1dGh0eXBIPXNzbyZjdXN0aWQ9czg5OTM4Mjgmc2l0ZT1laG9zdC1saXZl#jid=112889&db=eoah>.

Kehoe, R.R. and Wright, P.M. (2013) 'The Impact of High-Performance Human Resource Practices on Employees' Attitudes and Behaviors', *Journal of Management*, 39(2), pp. 366–391. Available at: <https://doi.org/10.1177/0149206310365901>.

'Kenexa' (no date). Available at: <https://services.hbsp.harvard.edu/services/proxy/content/73579142/73579144/38328796cb4ed3fd04fb278ffd1031c2>.

Kroon, Bvan de Voorde, Kvan Veldhoven, M (2009) 'Cross-level effects of high-performance work practices on burnout Two counteracting mediating mechanisms compared', *PERSONNEL REVIEW* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000271004000004&authtype=sso&custid=s8993828&site=ehost-live>.

Lengnick-Hall, M.L. et al. (2009) 'Strategic human resource management: The evolution of

the field', *Human Resource Management Review*, 19(2), pp. 64–85. Available at: <https://doi.org/10.1016/j.hrmr.2009.01.002>.

Liao, H. and Toya, K. (2009) 'Do they see eye to eye? Management and employee perspectives of high-performance work systems and influence processes on service quality.', *Journal of Applied Psychology* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=pdh&AN=2009-02898-006&authtype=sso&custid=s8993828&site=ehost-live>.

Macky Keith, Boxall Peter (2012) 'High-involvement work processes, work intensification and employee well-being: A study of New Zealand worker experiences', *Asia Pacific Journal of Human Resources*, 46(1), pp. 38–55. Available at: <https://doi.org/10.1177/1038411107086542>.

Martinaityte, I., Sacramento, C. and Aryee, S. (2016) 'Delighting the Customer', *Journal of Management* [Preprint]. Available at: <https://doi.org/10.1177/0149206316672532>.

'Motivating Creativity in Organizations: ON DOING WHAT YOU LOVE AND LOVING W...' (1997) *California Management Review* [Preprint]. Available at: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=9712191746&authtype=sso&custid=s8993828&site=ehost-live>.

Mumford, M.D. (2000) 'Managing Creative People: Strategies and Tactics for Innovation', *Human Resource Management Review*, 10(3), pp. 313–351. Available at: [https://doi.org/10.1016/S1053-4822\(99\)00043-1](https://doi.org/10.1016/S1053-4822(99)00043-1).

Paauwe, J. (2013) 'Chapter 3 - Building Highly Performing Work Systems: Analysing HR systems and their contribution to performance [in] HRM and Performance : achievements and challenges', in *HRM and Performance : achievements and challenges*. Available at: <https://ebookcentral.proquest.com/lib/uea/detail.action?docID=1118507>.

Paauwe, J. and Farndale, E. (2017a) *Strategy, HRM, and performance: a contextual approach*. Second edition. Oxford, United Kingdom: Oxford University Press. Available at: <http://ebookcentral.proquest.com/lib/uea/detail.action?docID=5143475>.

Paauwe, J. and Farndale, E. (2017b) *Strategy, HRM, and performance: a contextual approach*. Second edition. Oxford, United Kingdom: Oxford University Press. Available at: <http://ebookcentral.proquest.com/lib/uea/detail.action?docID=5143475>.

'Personnel Review' (no date). Available at: <https://uea.idm.oclc.org/login?url=http://www.emeraldinsight.com/journal/pr>.

Posthuma, R.A. et al. (2013) 'A High Performance Work Practices Taxonomy: Integrating the Literature and Directing Future Research', *Journal of Management*, 39(5), pp. 1184–1220. Available at: <https://doi.org/10.1177/0149206313478184>.

Randall S. Schuler and Susan E. Jackson (1987) 'Linking Competitive Strategies with Human Resource Management Practices', *The Academy of Management Executive* (1987-1989), 1(3), pp. 207–219. Available at: [http://www.jstor.org/stable/4164753?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/4164753?seq=1#page_scan_tab_contents).

Shalley, CEZhou, JOldham, GR (2004) 'The effects of personal and contextual

characteristics on creativity: Where should we go from here?', JOURNAL OF MANAGEMENT [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000224007800009&authtype=sso&custid=s8993828&site=ehost-live>.

Shipton, H. et al. (2006) 'HRM as a predictor of innovation', Human Resource Management Journal, 16(Issue: Number 1 p3-27), pp. 3-27. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=eoh&AN=10700534&authtype=sso&custid=s8993828&site=ehost-live>.

'Sparkling fountains or stagnant ponds: An integrative model of creativity a...' (2002) APPLIED PSYCHOLOGY-AN INTERNATIONAL REVIEW-PSYCHOLOGIE APPLIQUEE-REVUE INTERNATIONALE [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000176889200001&authtype=sso&custid=s8993828&site=ehost-live>.

'The Academy of Management Journal' (no date). Available at:  
<http://www.jstor.org/journal/acadmanaj>.

'THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON TURNOVER, PRODUCTIVITY...' (1995) Academy of Management Journal [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=9507312908&authtype=sso&custid=s8993828&site=ehost-live>.

'THE RELATIONSHIP BETWEEN HR PRACTICES AND FIRM PERFORMANCE: EXAMINING CAUSA...' (2005) Personnel Psychology [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=16975647&authtype=sso&custid=s8993828&site=ehost-live>.

Tregaskis, Olga<sup>1</sup>Daniels, Kevin<sup>1</sup>Glover, Linda<sup>2</sup>Butler, Peter<sup>2</sup>Meyer, Michael<sup>2</sup> (2013) 'High Performance Work Practices and Firm Performance: A Longitudinal Case Study.', British Journal of Management, 24(Issue 2), pp. 225-244. Available at:  
<https://doi.org/10.1111/j.1467-8551.2011.00800.x>.

'Why We Love to Hate HR ... and What HR Can Do About It' (2015) HARVARD BUSINESS REVIEW [Preprint]. Available at:  
<http://search.ebscohost.com/login.aspx?direct=true&db=edswss&AN=000356839900019&authtype=sso&custid=s8993828&site=ehost-live>.