

BOOK REVIEW - HR The New Agenda



The range of topics included in this multi-authored book illustrates very well the wide range of issues which put HR Management at the centre of the workplaces of today and provides some in-depth discussions into themes which have informed the 2023 review of the SABPP HRM Standards.



From an introduction to the new world of work the book proceeds to a case study on the Power of Purpose, which demonstrates how purpose can hold organisations together and enable them to thrive. The chapters on Talent Management People Development explore new thinking in these fields, while the chapter on Remuneration and Benefits reflects on trends which seem to take us back to early days in the industrial era. Some excellent chapters on Industrial/Employment Relations introduce interesting perspectives on labour market changes and changes to the nature and functioning of trade unions/collective relationships.

The chapter on Diversity, Equity and Inclusion explores philosophies, the business case and the idea of using storytelling to assist with improving inclusion, while the chapter on increasing an organisation's social capital through employee engagement takes the form of a case study. The chapter on Employee Health and Well-being also includes a case study.

The chapter on the governance of ethics is an important chapter and is comprehensive in scope, looking at international guidance in this field, a discussion on cross-cultural morality as well as insights from behavioural economics.

Agility and Innovation is covered in a case study chapter, and there is also a case study in the chapter on Developing a Growth Mindset.

The book concludes with a chapter by Wilhem Crous, thought leader and publisher, on preparing the HR leader for the future.

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