How Can HR Drive Growth?

Edited by

George Saridakis

Professor of Small Business and Entrepreneurship, Small Business Research Centre, Kingston University, UK

Cary L. Cooper CBE

Distinguished Professor of Organizational Psychology and Health, Lancaster University, UK

NEW HORIZONS IN MANAGEMENT

Edward Elgar

Cheltenham, UK • Northampton, MA, USA

Contents

List	of figures and tables	vi
Abo	out the editors	vii
List of contributors		viii
1	Editorial introduction George Saridakis and Cary Cooper	1
2	Managing human resources in international organizations Anthony McDonnell, Hugh Scullion and Jonathan Lavelle	4
3	HR practice and small firm growth: balancing informality and formality John Kitching and Susan Marlow	26
4	Promoting innovation and entrepreneurship through HR practices James C. Hayton, Jeffrey S. Hornsby and James Bloodgood	46
5	Government policy and human resource development Jonathan Winterton and Nigel Haworth	74
6	Investing in labour force and skills development John Field	100
7	Mentorship, leadership and human resource development in Trinidad and Tobago Christine Sahadeo and Sandra Sookram	118
8	Employee voice, partnership and performance Stewart Johnstone and Adrian Wilkinson	141
9	Employee attitudes, HR practices and organizational performance: what's the evidence? Yanging Lai and George Saridakis	170
10	Creating and sustaining economic growth through HR Hai-Ming Chen, Ku-Jun Lin and Yen-Lin Huang	215
11	Using HPWP to drive towards growth: the impact of occupational health and safety leadership Chidiebere Ogbonnaya, Kevin Daniels, Olga Tregaskis and Marc van Veldhoven	228
Index		253