

Emerging Developments in Methodology in Strategic Human Resource Management
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Abstract

A few trends have emerged in the field of Strategic Human Resource Management (SHRM) in recent years; the first has been the extensive effort to demonstrate a link between HRM practices and firm performance; a second has been to try to understand the mechanisms through which this relationship takes place; a third trend has been the recent interest in taking a multi-level approach to understanding SHRM. Progress has been made in all three areas, but the seminar will explore the difficulties with existing methodological approaches to SHRM and identify ways in which SHRM research can be developed.

Speaker bio

Dr Wright is the William J. Conaty GE Professor of Strategic Human Resources and Director of the Center for Advanced Human Resource Studies in the School of Industrial and Labor Relations, Cornell University. He has published in journals such as Academy of Management Journal, Academy of Management Review, Strategic Management Journal, Organizational Behavior and Human Decision Processes, Journal of Applied Psychology, Personnel Psychology, and Journal of Management. He currently serves on the editorial boards of Personnel Psychology, Human Resource Management Journal, Human Resource Management Review, Journal of Management, Human Resource Planning, and Journal of Managerial Issues.