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Derek Torrington is Emeritus Professor of Management, University of Manchester. Laura Hall is now a freelance academic and has carried out work for a wide range of bodies, including the CIPD. Stephen Taylor is a senior lecturer in HRM at the University of Exeter Business School, and a Chief Examiner for the CIPD.

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Human resource management (HRM) is a designed function to maximize the performance of employees in an organisation in service to the organisational objectives (Torrington et al 2007). The human resource unit is usually responsible for activities such as recruitment of employees, training, rewarding and also performance management.

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the relationship between an organization and its people. The Human Resource Management (HRM) function is often given this responsibility in organizations. Torrington et al. (2005) define HRM as a continuous balancing act between ful-filling an organization ' s goals and objectives, and those of employees. Effective

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revolution, Torrington et al., ' s (2002) view was that HR M is merely the next stag e in the deve l- opment of personnel management is persuasiv e. Torrington (1993), a staunch defender of

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Torrington et al (2008) states that policy and practice may also vary by being subject to interpretation by line managers, especially if the HR policies are not well defined, or the HR practice of insuring line management has been coached in them is inadequate.

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represents a system tha t can inform how the firm ' s human resources contribute to the ... 2002, Torrington et al., 2008). Simultaneously, top management must support and be committed to ...