



Human Resource Policy

Connecting Strategy with Real-World Practice

By Mike Fazey

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Framework and guidelines for effective HR policy function

‘This text surpasses all others in the field, as it is a succinct yet comprehensive coverage of the important area of HR policy. The author walks the reader through the path of designing, reviewing and analysing effective HR policies, and the laws and practices that underpin them.’ —Stephen Treloar, Dean and Academic Director, The Institute of International Studies, Sydney, Australia

‘A crucial issue in practical HR management is the need for dynamic policies. If HR practitioners are to truly partner with business, then policies cannot be the traditional “rule book” that forces compliance by limiting flexibility and rapid response. Constant refinement is essential to meet ever-changing business needs. This book skilfully fills that gap in the practitioner’s toolkit.’ —Helen Sitlington, Managing Director, Workplace Management Network, Perth, Australia

Contemporary thought in HRM focuses to a large extent on HR strategy, but neglects the policy function as the vital link between strategy and practice. Human Resource Policy describes how policies anchor HR practice and connect HR to organisational strategy. It reaffirms the importance of policy and the need for practitioners to possess skills in the research, development, writing and implementation of HR policies. The book also examines 16 important policy areas and discusses the various policy options that might apply, depending on the organisation’s nature, the legal framework that applies to it and its strategic needs.

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About the Author

Mike Fazey coordinates the human resource management programme in the School of Business at the University of Notre Dame Australia (Fremantle). He has also lectured in human resource management at Murdoch University and Edith Cowan University. In addition, Fazey has 28 years of practical experience in human resource management in a variety of management and policy roles. He has written or co-written several books on different aspects of human resource management.

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