

Reframing HRM in SMEs

Challenges and Dynamics

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Details

SMEs face unique challenges directly stemming from their size, which create pressures, tensions and dilemmas with regard to people management. These include the liabilities of smallness and newness, as well as resource challenges pertaining to the attraction, development and retention of the workforce. In turn, these challenges can give rise to unique HR dynamics in the SME setting. This edited collection brings together insights from thought leaders in the field of HRM in SMEs to consider how the interplay of a range of external and internal factors coalesce to shape the nature, form and meaning of HRM in this setting.

This volume moves beyond traditional accounts which are organised by HR function or practice area (e.g. recruitment, performance, training) or by

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considerations of the applicability of HR (e.g. HR and performance, best practice).

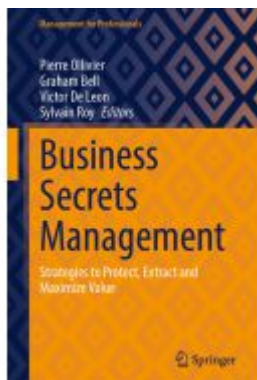
Instead, the contributions are divided in two sections, HR Challenges and HR

Dynamics, demonstrating how the unique setting of the SME must inform any

successful HRM intervention. This volume will be of great interest to students and academics of HR, employment relations and entrepreneurship, as well as those exploring

professional qualifications.

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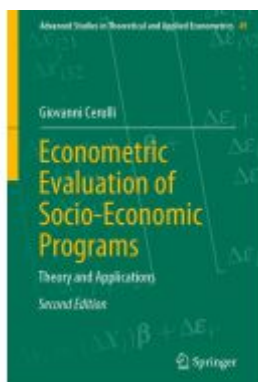
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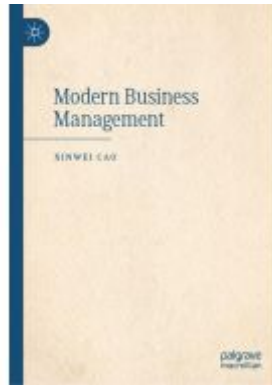
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