BEM1002DA3

Managing People



1.

Management - LibGuides at University of Exeter, http://libguides.exeter.ac.uk/ManagementHomePage.

2.

Acas: Bullying and harassment at work: a guide for employees, http://www.acas.org.uk/index.aspx?articleid=797, (2014).

3.

Parents and carers | Workplace advice & guidance, http://www.acas.org.uk/index.aspx?articleid=1362.

4.

Acas: Rights at work: discipline, grievances and dismissals, http://www.acas.org.uk/media/pdf/e/9/Acas__Discipline_Grievances___dismissals_rights_at_work RW01(APRIL2009).pdf, (2009).

5.

Acas: Code of practice on disciplinary and grievance procedures, http://www.acas.org.uk/index.aspx?articleid=2174, (2015).

6.

Davis, E.: The Bottom Line: Is there a business case for having a diverse workforce?,

https://learningonscreen.ac.uk/ondemand/index.php/prog/0FF8BB70?bcast=125380266, (2017).

7.

Department for Business, Innovation and Skills: The Impact of the Working Time Regulations on the UK labour market: A review of evidence, https://www.gov.uk/government/publications/working-time-regulations-impact-on-uk-labour-market, (2014).

8.

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, Basingstoke (2012).

9.

Brexit: The implications for employment law, https://brodies.com/news/brexit-what-happens-next/brexit-the-implications-for-employmen t-law.

10.

Macdonald, V.: How blowing the whistle cost two men their NHS careers, https://www.channel4.com/news/by/victoria-macdonald/blogs/blowing-whistle-cost-men-nh s-careers.

11.

CIPD: Employment Status Q&As: Commonly asked questions on the legal issues relating to employment status,

https://www.cipd.co.uk/knowledge/fundamentals/emp-law/employees/status-questions.

12.

Evans, J.E.: Uber drivers are 'workers' – but why does this matter?, http://www2.cipd.co.uk/community/blogs/b/the_blawg/archive/2017/11/14/uber-drivers-are -workers-but-why-does-this-matter.

Dewberry, C.: Performance Appraisal – The Manager's Toolkit: A Practical Guide to Managing People at Work,

https://www.coursera.org/lecture/people-management/performance-appraisal-Z8Y6y, (2018).

14.

King v Royal Bank of Canada Europe Ltd UKEAT/0333/10/DM, https://www.employmentcasesupdate.co.uk/site.aspx?i=ed9670.

15.

What is the Equality Act?, https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act.

16.

Boersma, M.: 'Flexible working – the backlash' [in] The Financial Times. The Financial Times. (2013).

17.

Binham, C.: 'US postal official was misled in Barclays whistleblower hunt' [in] The Financial Times. The Financial Times. (2018).

18.

Gaultney, J.F., Collins-McNeil, J.: 'Lack of Sleep in the Workplace: What the Psychologist-Manager Should Know About Sleep' [in] Psychologist-Manager Journal. Psychologist-Manager Journal. 12, 132–148 (2009).

19.

Browse: Contracts of employment and working hours, https://www.gov.uk/browse/employing-people/contracts.

Employment contracts: Written statement of employment particulars, https://www.gov.uk/employment-contracts-and-conditions/written-statement-of-employment-particulars.

21.

Employment status, https://www.gov.uk/employment-status.

22.

HSE: The health and safety toolbox: how to control risks at work, http://www.hse.gov.uk/toolbox/index.htm.

23.

Mattice Zundel, C.: Handling complaints from your team members, https://uoelibrary.idm.oclc.org/login?url=http://hstalks.com/t/3596/handling-complaints-from-your-team-members/?business, (2017).

24

Kallen, E.: Social inequality and social injustice: a human rights perspective. Palgrave Macmillan, New York (2004).

25.

Regmi, K., Naidoo, J., Regmi, S.: 'Understanding the effect of discrimination in the workplace: A case study amongst Nepalese immigrants in the UK' [in] Equal Opportunities International. Equal Opportunities International. 28, 398–414 (2009).

26.

Lewis, D., Megicks, P., Jones, P.: 'Bullying and harassment and work-related stressors: Evidence from British small and medium enterprises' [in] International Small Business Journal. International Small Business Journal. 35, 116–137 (2017).

How does a bill become a law?, https://www.parliament.uk/about/how/laws/passage-bill/.

28.

What is Secondary Legislation?, https://www.parliament.uk/about/how/laws/delegated/.

29.

Whitehouse, E.: 'Brexit: who's got the answers?' [in] People Management. People Management. 34–37 (2018).

30.

Simpson, S.: 'The 10 most important employment law cases in 2017' [in] Personnel Today. Personnel Today. (2017).

31.

Faragher, J.: 'Pimlico Plumbers worker wins Supreme Court battle' [in] Personnel Today. Personnel Today. (2018).

32.

Saundry, R., Prior, M.: The potential impact of Brexit on employment rights and fairness at work,

https://www.plymouth.ac.uk/news/pr-opinion/opinion-the-potential-impact-of-brexit-on-employment-rights-and-fairness-at-work.

33.

Taylor, S.: Discipline and dismissal, https://uoelibrary.idm.oclc.org/login?url=http://hstalks.com/t/3724/discipline-and-dismissal/?business=&start=0, (2018).

Sawer, P., Donnelly, L.: Whistleblowing: 'It's still not safe for us to speak out', https://www.telegraph.co.uk/news/health/news/11405430/Whistleblowing-Its-still-not-safe-for-us-to-speak-out.html.

35.

Wilson, H.: 'How whistleblower exposed a bank out of tune' [in] The Times. The Times. 42–43 (2017).

36.

The Race of Life (white privilege), https://www.youtube.com/watch?v=FBQx8FmOT_0, (2017).

37.

Skill Boosters: Types of Discrimination, https://www.youtube.com/watch?v=_TbvuqRMUO4, (2013).

38.

Boddy, C.: Bullying and Corporate Psychopaths at Work: Clive Boddy at TEDxHanzeUniversity, https://www.youtube.com/watch?v=tlB1pFwGhA4, (2012).

39.

Stewart, E.: Why most employees want to work flexibly (and why you should let them), https://www.virgin.com/virgin-unite/why-most-employees-want-work-flexibly-and-why-you-should-let-them.

40.

Stredwick, J.: An introduction to human resource management. Routledge, London (2014).

41.

Thompson, N.: People Management. Palgrave Macmillan (2013).

Thompson, N., Campling, J.: Promoting equality: working with diversity and difference. Palgrave Macmillan, Basingstoke (2011).

43.

Torrington, D., Hall, L., Atkinson, C., Taylor, S.: Human resource management. Pearson, Harlow, England (2017).

44.

Armstrong, M., Taylor, S.: Chapter 53: 'The practice of industrial relations' [in] Armstrong's handbook of human resource management practice. In: Armstrong's handbook of human resource management practice. pp. 491–496. Kogan Page, London (2017).

45.

Bingham, C.: Chapter 2: 'Employee relations: setting the scene' [in] Employment relations: fairness and trust in the workplace. In: Employment relations: fairness and trust in the workplace. pp. 19–46. SAGE, Los Angeles (2016).

46.

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, Basingstoke (2012).

47.

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, London (2017).

48.

Guest, D.E., Conway, N.: Pressure at work and the psychological contract. Chartered Institute of Personnel Development, London (2002).

Kotter, J.P.: 'The Psychological Contract: Managing the Joining-Up Process' [in] California Management Review. California Management Review. 15, 91–99.

50.

Legge, K.: Human resource management: rhetorics and realities. Macmillan Business, Basingstoke (1995).

51.

Marchington, M., Wilkinson, A., Donnelly, R., Kynighou, A.: Human resource management at work. Chartered Institute of Personnel and Development, London (2016).

52.

Rousseau, D.M.: 'New hire perceptions of their own and their employer's obligations: A study of psychological contracts' [in] Journal of Organizational Behavior. Journal of Organizational Behavior. 11, 389–400 (1990).

53.

Torrington, D., Hall, L., Atkinson, C., Taylor, S.: Human resource management. Pearson, Harlow, England (2017).

54.

Wilson, F.M.: Chapter 6: 'Moitviation' [in] Organizational behaviour and work: a critical introduction. In: Organizational behaviour and work: a critical introduction. pp. 123–142. Oxford University Press, Oxford (2010).

55.

Southern Strike: 1979 comparisons & RMT v Tory debate, https://learningonscreen.ac.uk/ondemand/index.php/clip/135666, (2016).

Margaret Thatcher death: We look at her war with the National Union of Miners, https://www.youtube.com/watch?v=on7v6h5 4el&feature=youtu.be, (2013).

57.

CIPD: Employee Relations | Factsheets,

https://www.cipd.co.uk/knowledge/fundamentals/relations/employees/factsheet#6059.

58.

gov.uk: Workplace Employment Relations Study (WERS),

https://www.gov.uk/government/collections/workplace-employment-relations-study-wers.

59.

CIPD: Discussion on Trade Union Landscape | Podcast,

https://www.cipd.co.uk/podcasts/trade-unions.

60.

CIPD: Employee Relations | Factsheets,

https://www.cipd.co.uk/knowledge/fundamentals/relations/employees/factsheet.

61.

Recreate Consulting: The Psychological Contract - The unwritten contract of employment!, http://www.recreateconsulting.co.uk/ReCreate/psychological-contract-unwritten-contract-employment/.

62.

CIPD: Employee Voice | Factsheets,

https://www.cipd.co.uk/knowledge/fundamentals/relations/communication/voice-factsheet.

Purcell, J., Hall, M.: Voice and Participation in the Modern Workplace: challenges and prospects.

64.

Hansen Glass - YouTube,

https://www.youtube.com/watch?v=LU1Mb9AnOAU&feature=youtu.be.

65.

Sports Direct's business model treats workers like commodities and "without dignity" - Personnel Today,

https://www.personneltoday.com/hr/sports-directs-business-model-treats-workers-like-commodities-without-dignity/.

66.

Manage employee performance with new guidance from Acas.

67.

Help and advice for employers and employees - ACAS.

68.

Acas helps to improve working relations at a Midlands College.

69.

Addressing discrimination in the workplace on multiple grounds – the experience of trade union Equality Reps. (2012).

70.

Lord Sugar claims 'blackmail' in Apprentice employment tribunal - YouTube, https://www.youtube.com/watch?v=qRCyPuggd60.

Lord Sugar vows to take on the 'claim culture' - YouTube, https://www.youtube.com/watch?v=3MI3iW-C1fQ.

72.

Dealing with grievances at work - Citizens Advice, https://www.citizensadvice.org.uk/work/problems-at-work/dealing-with-grievances-at-work/

73.

CIPD: Workplace Mediation | Factsheets,

https://www.cipd.co.uk/knowledge/fundamentals/relations/disputes/mediation-factsheet.

74.

Armstrong, M., Taylor, S.: Armstrong's handbook of human resource management practice. Kogan Page, London (2017).

75.

Boyatzis, R.: 'Competencies in the 21st century' [in] Journal of Management. Journal of Management. 27, 5–12 (2008).

76.

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, London (2017).

77.

CIPD: Resourcing and Talent Planning 2017,

https://www.cipd.co.uk/knowledge/strategy/resourcing/surveys, (2017).

UK Civil Service: Civil Service competency framework, https://www.gov.uk/government/publications/civil-service-competency-framework, (2012).

79.

Gaucher, D., Friesen, J., Kay, A.C.: 'Evidence that gendered wording in job advertisements exists and sustains gender inequality' [in] Journal of Personality and Social Psychology. Journal of Personality and Social Psychology. 101, 109–128 (2011).

80.

Heath, A., Cheung, S.Y.: Ethnic penalties in the labour market: Employers and discrimination,

http://webarchive.nationalarchives.gov.uk/20110205015701/http://research.dwp.gov.uk/asd/asd5/report abstracts/rr abstracts/rra 341.asp, (2006).

81.

Holincheck, J.: Unlocking the Strategic Value From Talent Management Application Investments.

https://www.gartner.com/doc/571207/unlocking-strategic-value-talent-management, (2007).

82.

Hunt, V., Layton, D., Prince, S.: Diversity Matters, https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters, (2015).

83

Korn Ferry Institute: Getting Past Competency Chaos: A Crucial Step on the Path to Talent Management Value Realization,

https://www.kornferry.com/institute/560-getting-past-competency-chaos-a-crucial-step-on-the-path-to-talent-management-value-realization, (2014).

84.

Mullins, L.J., Christy, G.: Management and organisational behaviour. Pearson, Upper Saddle

River, NJ (2016).

85.

REC: Perfect match: making the right hire and the cost of getting it wrong, https://www.rec.uk.com/research/perfect-match, (2017).

86.

Stredwick, J.: An introduction to human resource management. Routledge, London (2014).

87.

Thompson, N.: People Management. Palgrave Macmillan (2013).

88.

Torrington, D., Hall, L., Atkinson, C., Taylor, S.: Human resource management. Pearson, Harlow, England (2017).

89.

Lewis, D.: Gender bias 'starts before a candidate is even hired', https://www.peoplemanagement.co.uk/news/articles/gender-bias-recruitment.

90.

van den Brink, M., Fruytier, B., Thunnissen, M.: 'Talent management in academia: performance systems and HRM policies' [in] Human Resource Management Journal. Human Resource Management Journal. 23, 180–195 (2013).

91.

Groves, K.: Talent Management Best Practices: Identifying and Developing High Potential Leaders - YouTube, https://www.youtube.com/watch?v=zJLiNKV Oso, (2011).

Armstrong, M., Taylor, S.: Armstrong's handbook of human resource management practice. Kogan Page, London (2017).

93.

Buchanan, D.A., Huczynski, A.: Organizational behaviour. Pearson, Harlow, England (2017).

94.

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, London (2017).

95.

Dent, F., Holton, V., Rabbetts, J.: 'Motivation and employee engagement in the 21st century' [in] Global Focus. Global Focus. 4, 30–33 (2010).

96.

King, D., Lawley, S.: Chapter 9: 'Motivation and the meaning of work' [in] Organizational behaviour. In: Organizational behaviour. pp. 291–328. Oxford University Press, Oxford (2016).

97.

MacLeaod, D., Clarke, N.: Engaging for success: enhancing performance through employee engagement: a report to the government,

http://webarchive.nationalarchives.gov.uk/20100503014813/http://www.businesslink.gov.uk/bdotg/action/detail?site=101&r.s=sc&r.l1=1073858787&r.lc=en&r.l3=1084721991&r.l2=1084688832&type=RESOURCES&itemId=1084722450, (2009).

98.

Robinson, D., Perryman, S., Hayday, S.: The Drivers of Employee Engagement, https://www.employment-studies.co.uk/resource/drivers-employee-engagement, (2004).

Torrington, D., Hall, L., Atkinson, C., Taylor, S.: Human resource management. Pearson, Harlow, England (2017).

100.

Wilson, F.M.: Chapter 6: 'Moitviation' [in] Organizational behaviour and work: a critical introduction. In: Organizational behaviour and work: a critical introduction. pp. 123–142. Oxford University Press, Oxford (2010).

101.

Bradshaw, D., Davis-Blake, A.: Catering to the millennials, https://www.ft.com/video/eddbf560-a731-3b48-a3b2-25437485d952, (2014).

102.

Nevid, J.S.: Essentials of psychology: concepts and applications. Cengage Learning, Boston, MA (2018).

103.

Royal Society of Arts: RSA ANIMATE: Drive: The surprising truth about what motivates us, https://www.youtube.com/watch?v=u6XAPnuFjJc, (2010).

104.

Involve UK: What Do People Do All Day? - Employee Engagement, https://www.youtube.com/watch?v=m2GUI5r09g0, (2012).

105.

Rich, B.L., Lepine, J.A., Crawford, E.R.: 'Job engagement: antecedents and effects on job performance' [in] Academy of Management Journal. Academy of Management Journal. 53, 617–635 (2010).

BlessingWhite: The 'X' model of employee engagement: Maximum Satisfaction meets Maximum Contribution, https://www.youtube.com/watch?v=gZ3wxgog4nc, (2012).

107.

Glassdoor: Glassdoor: Expedia #1 Best Place to Work in the UK 2016, https://www.youtube.com/watch?v= 5-lbMZiB-E, (2015).

108.

Glassdoor: Companies & Reviews, https://www.glassdoor.co.uk/Reviews/index.htm.

109.

Maslow, A.: Maslow's hierarchy of needs. Wikimedia Commons (2006).

110.

Huda Al Anny: Training - motivation, http://hudaalanny.weebly.com/people/motivation.

111.

MindToolsVideos: Motivating People Using Theory X and Theory Y, https://www.youtube.com/watch?time_continue=33&v=zjvWicDVv_Y, (2017).

112.

SGA Recruitment: Theory X and Theory Y, https://www.linkedin.com/pulse/theory-x-y-sga-recruitment/.

113.

Adams, J.S.: Adams equity theory, https://www.slideshare.net/djssjoseph/adams-equity-theory.

Knowledge Grab: Vroom's Expectancy Theory, http://knowledgegrab.com/learners-zone/study-support/performance-management-review/f ramework-introduction-to-hrm/vrooms-expectancy-theory/.

115.

Mullins, L.J., Christy, G.: Management and organisational behaviour. Pearson, Upper Saddle River, NJ (2016).

116.

Pink, D.: The puzzle of motivation, https://www.ted.com/talks/dan_pink_on_motivation, (2009).

117.

Marks & Spencer: Why work for us? | M&S Careers, https://careers.marksandspencer.com/why-work-here.

118.

Engage4Success: Engage for Success - Get Engaged!, https://www.youtube.com/watch?v=xqO3sfRZDAE, (2012).

119.

Acas: Employee Engagement - Advice and Guidance, http://www.acas.org.uk/index.aspx?articleid=2701.

120.

Acas: The People Factor – engage your employees for business success, http://www.acas.org.uk/index.aspx?articleid=2701, (2014).

Sanders, D.: Placing Trust in Employee Engagement, http://www.acas.org.uk/index.aspx?articleid=2701, (2012).

122.

Alfes, K., Truss, C., Soane, E.C., Rees, C., Gatenby, M.: Creating an Engaged Workforce: Findings from the Kingston Employee Engagement Consortium Project, https://engageforsuccess.org/creating-an-engaged-workforce-cipd-report-2010, (2010).

123.

Sleeping at work FAIL!, https://www.youtube.com/watch?v=Y 85fuyfrMM&feature=youtu.be, (2008).

124.

Comaford, C.: Why Leaders Need To Embrace Employee Motivation, https://www.forbes.com/sites/christinecomaford/2018/01/20/why-leaders-need-to-embrace-employee-motivation/#251dfdb01272.

125.

Ross, H.: What's Your Employee Engagement IQ? [Quiz], https://www.tinypulse.com/blog/whats-your-employee-engagement-iq-quiz.

126.

ORC International: Global Perspectives 2015: worldwide trends in employee engagement, https://engageforsuccess.org/wp-content/uploads/2015/10/ORC-Global-Perspectives-2015-worldwide-trends-in-employee-engagement.pdf, (2015).

127.

Gallup: The State of the Global Workplace: a worldwide study of employee engagement and wellbeing - 2010,

https://www.gallup.com/services/176300/state-global-workplace.aspx, (2010).

Alfes, K., Leloglu, S.S.Y.: Chapter 16: 'Case studies in employee engagement' [in] Employee engagement in theory and practice. In: Employee engagement in theory and practice. pp. 291–312. Routledge, Milton Park, Abingdon, Oxon (2013).

129.

Born, L., Molleman, E.: 'Empowerment and rewards: a case study' [in] Empowerment in Organizations. Empowerment in Organizations. 4, 30–33 (1996).

130.

Gifford, J.: Could do better? Assessing what works in performance management: Research report,

https://www.cipd.co.uk/knowledge/fundamentals/people/performance/what-works-in-performance-management-report, (2016).

131.

van Veen-Dirks, P.: 'Different uses of performance measures: The evaluation versus reward of production managers' [in] Accounting, Organizations and Society. Accounting, Organizations and Society. 35, 141–164 (2010).

132.

Armstrong, M., Brown, D., Reilly, P.: 'Increasing the effectiveness of reward management: an evidence-based approach' [in] Employee Relations. Employee Relations. 33, 106–120 (2011).

133.

Ariza-Montes, A., Arjona-Fuentes, J.M., Han, H., Law, R.: 'Work environment and well-being of different occupational groups in hospitality: Job Demand-Control-Support model' [in] International Journal of Hospitality Management. International Journal of Hospitality Management. 73, 1–11 (2018).

134.

Topp, C.W., Østergaard, S.D., Søndergaard, S., Bech, P.: 'The WHO-5 Well-Being Index: A Systematic Review of the Literature' [in] Psychotherapy and Psychosomatics. Psychotherapy and Psychosomatics. 84, 167–176 (2015).

Money, K., Hillenbrand, C., Da Camara, N.: 'Putting Positive Psychology to Work in Organisations' [in] Journal of General Management. Journal of General Management. 34, 21–36 (2009).

136.

Compton, W.C.: An introduction to positive psychology. Thomson/Wadsworth, Belmont, Calif (2005).

137.

Nicholson, P., Mayho, G., Robson, S., Sharp, C.: Ageing and the workplace: a report from the BMA occupational medicine committee,

https://www.bma.org.uk/advice/employment/occupational-health/ageing-and-the-workplace, (2016).

138.

BMI: Growing older in the UK: a series of expert-authored briefing papers on ageing and health.

https://www.bma.org.uk/collective-voice/policy-and-research/public-and-population-health/healthy-ageing, (2016).

139.

Abrams, D., Swift, H.J., Drury, L.: 'Old and Unemployable? How Age-Based Stereotypes Affect Willingness to Hire Job Candidates' [in] Journal of Social Issues. Journal of Social Issues. 72, 105–121 (2016).

140.

Bakker, A.B., Albrecht, S.: 'Work engagement: current trends' [in] Career Development International. Career Development International. 23, 4–11 (2018).

Bratton, J., Gold, J.: Human resource management: theory and practice. Palgrave Macmillan, London (2017).

142.

CMI: Management 2020: Leadership to unlock long-term growth, https://www.managers.org.uk/insights/research/current-research/2014/july/management-2020, (2014).

143.

CIPD: Emerging technology and the future of work | Factsheets, https://www.cipd.co.uk/knowledge/work/technology/emerging-future-work-factsheet.

144.

Grant, C.: Digital resilience in a 24/7 world CIPD, https://www.cipd.co.uk/news-views/changing-work-views/future-work/thought-pieces/digital-resilience-24-7-world.

145.

Hislop, D., Coombs, C., Taneva, S., Barnard, S.: Impact of artificial intelligence, robotics and automation technologies on work, https://www.cipd.co.uk/knowledge/work/technology/artificial-intelligence-workplace-impact, (2017).

146.

Briône, P.: Mind over Machines: New technology and employment relations, https://www.ipa-involve.com/mind-over-machines, (2017).

147.

Sheppard, D.: 'Microchipping workers: What are the moral, practical and legal implications?' [in] Personnel Today. Personnel Today. (2017).

McAfee, A.: What will future jobs look like?, https://www.ted.com/talks/andrew mcafee what will future jobs look like, (2013).

149.

Debating Europe: What will the future of work look like? (inforgraphic). Debating Europe (2016).

150.

Willcocks, L.: Prof Willcocks on the future of work: Part 5, https://www.youtube.com/watch?v=0DyLKW8SKwI, (2015).

151

Willcocks, L.: Prof Willcocks on the future of work: Part 6, https://www.youtube.com/watch?v=wtF0gnViHm0, (2015).

152.

Goldbloom, A.: The jobs we'll lose to machines — and the ones we won't, https://www.ted.com/talks/anthony_goldbloom_the_jobs_we_ll_lose_to_machines_and_the_ones_we_won_t#t-196900, (2016).

153.

Finansforbundet's: Norway Child Experiment About Gender Equality, https://www.youtube.com/watch?v=bH9AyDYbrEc, (2018).

154.

Office for National Statistics: Explore the gender pay gap and test your knowledge, https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/explorethegenderpaygapandtestyourknowledge/2017-10-26.

155.

Women's Equality Party: Equal Pay & Opportunity - Women's Equality,

http://www.womensequality.org.uk/equal pay and opportunity.

156.

Fawcett Society: Gender Pay Gap Reporting Deadline Briefing, https://www.fawcettsociety.org.uk/gender-pay-gap-reporting-deadline-briefing, (2018).

157.

Resolution Foundation: Gender pay gap falls to 5 per cent for Millennials in their 20s – but they are still set to face a huge lifetime earnings penalty, https://www.resolutionfoundation.org/media/press-releases/gender-pay-gap-falls-to-5-per-cent-for-millennials-in-their-20s-but-they-are-still-set-to-face-a-huge-lifetime-earnings-penalty/.

158.

Women's Equality Party: Women's Equality Party Policy Document, http://www.womensequality.org.uk/equal pay and opportunity, (2018).

159.

International Labour Organization, https://www.ilo.org/global/lang--en/index.htm.

160.

Gender pay gap data, https://gender-pay-gap.service.gov.uk/.

161.

Evans, T.: Understanding the gender pay gap in the UK, https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17.

162.

CMI: Mind the Gender Pay Gap (inforgraphic). Chartered Management Institute, London (2018).

ILO: ILO: Large gender gaps remain across broad spectrum of global labour market, https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_457267/lang--en/index.htm

164.

UK Government Equalities Office: Think, Act, Report, https://www.gov.uk/government/publications/think-act-report/think-act-report, (2012).

165.

CIPD: Gender pay gap reporting | Factsheets, https://www.cipd.co.uk/knowledge/fundamentals/relations/gender-pay-gap-reporting/factsheet.

166.

UK Government Equalities Office: Gender Pay Gap Reporting: guidance for employers, https://www.gov.uk/government/news/gender-pay-gap-reporting.

167.

Wainwright, D.: Equal pay day: What is the gender pay gap like where you are?, https://www.bbc.co.uk/news/uk-england-41805053.

168.

Armstrong, M., Taylor, S.: Armstrong's handbook of human resource management practice. Kogan Page, London (2017).

169.

UK Parliament: Equal Pay Act 1970 (repealed). UK Parliament, London (1970).

New Globalization - New Business Models for a New Global Landscape, https://www.bcg.com/en-gb/publications/2017/globalization-new-business-models-global-landscape.aspx.

171.

Volkswagen: The scandal explained - BBC News, https://www.bbc.co.uk/news/business-34324772.

172.

Human resource management: theory and practice. Palgrave Macmillan, London (2017).

173.

Carroll, A.B.: The pyramid of corporate social responsibility: Toward the moral management of organizational stakeholders [in] Business Horizons. Business Horizons. 34, 39–48 (1991).

174.

Torres, Cristina A. CedilloGarcia-French, MercedesHordijk, RosemarieNguyen, Kim: Four Case Studies on Corporate Social Responsibility: Do Conflict Affect a Company's Corporate Social Responsibility Policy. Torres, Cristina A. Cedillo; Garcia-French, Mercedes; Hordijk, Rosemarie; Nguyen, Kim. 8, 51–732012 (2012).

175.

Ehnert, I., Parsa, S., Roper, I., Wagner, M., Muller-Camen, M.: Reporting on sustainability and HRM: a comparative study of sustainability reporting practices by the world's largest companies [in] The International Journal of Human Resource Management. The International Journal of Human Resource Management. 27, 88–108 (2016).

176.

Elkington, J.: Towards the Sustainable Corporation: Win-Win-Win Business Strategies for Sustainable Development [in] California Management Review. California Management

Review. 36, 90-100 (1994).

177.

Kramar, R.: Beyond strategic human resource management: is sustainable human resource management the next approach? [in] The International Journal of Human Resource Management. The International Journal of Human Resource Management. 25, 1069–1089 (2014).

178.

Harish Manwani: Profit's not always the point | TED Talk, https://www.ted.com/talks/harish manwani profit s not always the point/transcript.

179.

Sugumar Mariappanadar: The harm indicators of negative externality of efficiency focused organizational practices [in] International Journal of Social. International Journal of Social. 39, 209–220 (2012). https://doi.org/10.1108/03068291211199378.

180.

A Force for Change? CEOs Speak Out on Social Issues | Business Ethics, http://business-ethics.com/2017/09/21/a-force-for-change-ceos-speak-out-on-social-issues/.

181.

The Business Model of the New Economy [in] Economic Reform Today. Economic Reform Today. 1, (2017).

182.

The Global Landscape of Corporate Vitality, https://www.bcg.com/publications/2018/global-landscape-of-corporate-vitality.aspx.

Collings, D.G., Scullion, H., Caligiuri, P. eds: Global talent management. Routledge, Abingdon, Oxon (2019).

184.

Torrington, D., Hall, L., Atkinson, C., Taylor, S.: Human resource management. Pearson, Harlow, England (2017).

185.

Holly Watt: Rolls-Royce apologises in court after settling bribery case. Guardian. (2017).

186.

Kirk, A.: Mapped: Protectionism is on the rise as US and EU implement thousands of restrictive trade measures [in] the Telegraph. (28)AD.