

REVIEWS

Boxan, P; Rudman, R; and Taylor R *Personnel Practice: Managing Human Resources*
London, Longman Paul, 1985, 452p. Price: \$29.99.

The new edition of this text combines the New Zealand context and circumstances with sensible day to day advice in the human resources area. The first part of the book "Understanding the workplace" sketches the main industrial relations features of New Zealand in a way which will be very helpful to newcomers to the field. It provides a solid background to the practice of human resource management. The "frontiers issues" of new technology, changing styles of work, affirmative action and sexual harrasment which are dealt with, deserve much more space — as does the multicultural dimension of work in New Zealand.

The text moves then to 100 pages of traditional management wisdom which, although of interest to practising managers and a useful bridge to later material, is perhaps included at the expense of some other human resource management issues. The chapter on "Change and its management" is, however, very useful indeed.

The third and fourth parts of the text deal with "Hiring and remuneration" and "Appraising and developing". Sensible advice is given of an introductory nature; although here and there, there is deeper material of greater value.

The dynamic nature of human resource management with proactive impacts to corporate success; as change agents and transformers of organisations deserves more substantial treatment.

Within this text there is perhaps the beginning of a second text which addresses the issues full professioners in human resources are concerned with and which would be useful to those who have already benefited from the new edition of this work.

As a text for the targeted market of beginners in the discipline or managers with a tangential interest, and as a background or "primer" text for post-experience courses such as an MBA, the authors deserve to be widely and popularly read.

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