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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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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 fulfilling an organization's goals and objectives, and those of employees. Effective

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revolution, Torrington et al., (2002) view was that HR M is merely the next stage in the development of personnel management is persuasive. Torrington (1993), a staunch defender of

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