
Book review: Strategic human resource management

by Gary Rees and Paul E. Smith

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Introduction

In the dynamic world of business, the role of human resource management has become pretty significant. Organizations striving for a competitive edge have come up with the effective management of their human capital as a strategic imperative. In the book “*Strategic Human Resource Management*,” authors Gary Rees and Paul Smith provide insight into this important aspect of organizational success. This review makes an attempt at a critical review of their work, identifying its significance, relevance, intended audience, methodology, critique and finally a recommendation.

Citation and price

“*Strategic Human Resource Management*” by Gary Rees and Paul Smith was published by Sage Publications in 2019. The book appears in paperback and e-book versions, thus reaching a very broad readership. Acres of knowledge are shared in this book with strategic human resource management (*SHRM*). The price range for the book commands from about \$30 to \$60, good value for the money, especially considering the insight one obtains into *SHRM*.

Analysis

The book is a broad text on the *SHRM* process, covering such issues as talent acquisition, management of performance, retention or employee engagement and organizational development. This is furthered by the balanced blend of theoretical frameworks, practical examples and well-chosen case studies that make content available for both academics and practitioners in the field.

Importance

The importance of *SHRM* cannot be underestimated. Any organization aiming to remain competitive in today’s fast-paced world of business needs to develop its human resource practice within the framework of its strategic objectives. This very reason has been explained by Rees and Paul, where it has been illustrated that proper HR practice can efficiently help

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improve employee performance, resulting in higher productivity and hence leading an organization toward success.

Relevance

This book is exceedingly relevant to professionals working within the field of human resource management and business leaders and managers who understand its strategic role in effective HR practices. Rees and Paul hail their experience and practice in offering valuable insights into developing and implementing strategic HR initiatives that “fit” organizational objectives.

Target audience

This work is designed to appeal to HR professionals, business leaders, consultants and students of human resource management. It assumes a comprehensive approach that could usefully be deployed by a person just starting out and wanting to develop a basic grasp of strategic HR but equally by a seasoned professional who wants to advance and upgrade his or her knowledge and skills.

Methods and sources

The work of Rees and Paul is based on detailed research and draws on an impressive variety of sources, including the academic literature, industry reports and real case studies. The authors provide a solid theoretical framework that anchors their arguments with practical examples so readers can apply the concepts discussed in real-world scenarios.

Critique

Though a lot of valuable information of a practical nature is available in the book, sometimes the huge profile of issues that it delivers on HR may be overwhelming for certain types of readers. Also, the authors could have added more up-to-date case studies at appropriate places to make the book more relevant in the context of modern times.

Recommendation

Although there are some minor points that critique the work, “*Strategic Human Resource Management*” by Gary Rees and Paul Smith is a highly recommended resource for anyone who wants to understand and implement effective HR practices. It has a very comprehensive nature of coverage, with practical examples to boot, so without any doubt, it is an important asset for postgraduates, academics and practitioners alike.

Conclusion

The book “*Strategic Human Resource Management*” by Gary Rees and Paul Smith has turned out to be a substantial volume, insightful and incisive in its approach to the strategic importance of good human resources practice. This blend makes it useful reading, full of good guidance for human resource professionals, business leaders and students alike. Though jam-packed, which could be overwhelming for some readers, this book is a very good buy considering its richness in knowledge and the timelessness connected to the practices of *SHRM*.

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