

## Book reviews

*Edited by David Buchanan*

### CORE PERSONNEL AND DEVELOPMENT

Mick Marchington and Adrian Wilkinson, London, Institute of Personnel and Development, 1996, 486pp, £19.95, pbk (£17.95 for IPD members)

This is one of a series of texts published under the title 'People and Organisations'. As stated in the editor's foreword, the series has been designed to satisfy new professional standards defined by the IPD, and also to respond to a need for texts covering the knowledge aspects of new and revised N/SVQs in personnel and training development. This text therefore must be seen as standing alongside a planned text on 'core management' and others which address generalist and specialist electives (*Employee Reward*, by Michael Armstrong; *Employee Development* by Rosemary Harrison; *Employee Relations* by John Gennard and Graham Judge). Students will be encouraged to buy the complete package and, if the other texts are as good as this one, will achieve a magnificent return on their investment by way of examination passes.

The first strength of this text lies in the comprehensive coverage. The topics selected include 'The context for personnel and development (P&D)', 'Employee resourcing', 'Employee development', 'Employee reward' and 'Integrating personnel and development'. This selection is based on four 'key assumptions'. First, the subject area is defined as those aspects of people management which need to be understood by all graduates of the IPD,

irrespective of their precise roles or position in organisations. Secondly, the notion of integration – external and internal (or in the authors' terms 'vertical' and 'horizontal') – is central to core P&D standards. Thirdly, P&D specialists need to gain line management commitment to their proposals. Fourthly, issues of ethics and professionalism should guide the specialist contribution. The authors claim their main purpose has been to 'delve beneath the surface by adopting an analytical and evaluative stance to P&D' and to encourage students to engage in a critical assessment of theory and practice and 'basically evaluate the extent to which broad policies can be converted into reality'.

The authors succeed admirably in this objective. The chapters draw heavily on the latest theories and research evidence about the nature and implementation of HRM and debates are treated in a sharply analytical, even-handed manner. There is not a hint of Marxist or postmodernist sympathies but rather a measured, pluralistic standpoint emerges, with leanings towards a critical contingency approach. Part 7, 'Integrating personnel and development', particularly exemplifies these virtues.

A second strength of the book is its enactment of customer sovereignty. This is one of the most user-friendly texts I have ever read, without sacrificing analytical sophistication, and recognising that P&D work is 'going to be fraught with tensions and contradictions and with situations that are characterised by uncertainty, indeterminacy and competing perspectives' (p. 2).

# Core Personnel Development 2000 Edition

**VM Jensen**



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