

The reviews contained in this folder are for the [first edition of *Human Resource Management* \[PDF file\]](#).

The second edition of the book was added to the B.C. Open Textbook Collection in June 2020, and the first edition removed October 2020. Although these are reviews of the first edition, we believe they offer valuable feedback that may be of use to potential adopters. As such, we have compiled the first-edition reviews so they are available to anyone interested in adopting this book.

Please keep in mind that these reviews are for the first edition, and that the second edition has been revised to increase clarity, update data and current event impacts, and incorporate the feedback from many reviewers and adopters.

Review of *Human Resource Management*

Iren Heder

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| Date submitted |
| 2017-10-11 17:47:49 |

Reviewer Information

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|---|
| Textbook that was reviewed |
| Human Resource Management - No longer open for review |
| For what level would this textbook be appropriate? |
| First Year |
| My name |
| Iren Heder |
| My title/position |
| Instructor |
| My institution |
| BC Institute of Technology |

Comprehensiveness

| |
|---|
| The text covers all areas and ideas of the subject appropriately and provides an effective index and/or glossary. |
| This is an American textbook. Many of the chapters contain significant amounts of information that are not applicable in Canada. In some cases, for example the "Working with Unions" chapter, the majority of the information presented is not applicable in Canada. |
| The text covers the main topic areas that are usually included in introductory HR texts with the exception of HR technology. It also covers some topic areas that are not usually included in HR textbooks such as Communication and Leadership. |
| The text does not provide an index or glossary making it difficult to find specific information and key word definitions. |
| How do you rate the book's overall comprehensiveness? |
| 3 |

Content Accuracy

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|---|
| Content, including diagrams and other supplementary material, is accurate, error-free, and unbiased. |
| Overall, the content is accurate and not biased but the emphasis on large, American corporations does not reflect the situation for Canadian SMEs. |
| I found some of the content misleading and not in line with research findings. For example, the text states that no one performance appraisal method is best. While there are pros and cons associated with each method, the research clearly shows differences in reliability, validity and utility among the different methods. |
| Overall, how do you rate the accuracy of the content? |
| 4 |

Relevance/Longevity

Content is up-to-date, but not in a way that will quickly make the text obsolete within a short period of time. The text is written and/or arranged in such a way that necessary updates will be relatively easy and straightforward to implement.

The content is a little dated. The most recent information appears to be from 2011 so a lot of the facts and figures are not current.

In some areas, the content does not reflect current professional practices. For example, traditional job analysis techniques are covered quite extensively in the text but competency profiling, which is very prevalent, is not mentioned.

Overall, how do you rate the relevance/longevity of the book?

3

Clarity

The text is written in lucid, accessible prose, and provides adequate context for any jargon/technical terminology used.

The language used is clear and easy to understand. Terms are well defined.

Overall, how do you rate the clarity of the book?

5

Consistency

The text is internally consistent in terms of terminology and framework.

I did not see any issues with consistency.

How do you rate the overall consistency of the text?

5

Modularity

The text is easily and readily divisible into smaller reading sections that can be assigned at different points within the course (i.e., enormous blocks of text without subheadings should be avoided). The text should not be overly self-referential, and should be easily reorganized and realigned with various subunits of a course without presenting too much disruption to the reader.

Compared to other e-textbooks I have read, this one has more large blocks of text and long lists that could be broken into subsections with headings. I did not think it was overly self-referential.

Overall, how do you rate the modularity of the text?

4

Organization/Structure/Flow

The topics in the text are presented in a logical, clear fashion.

Yes, the structure and flow of information makes sense.

Overall, how do you rate the organization/structure/flow of the text?

5

Interface

The text is free of significant interface issues, including navigation problems, distortion of images/charts, and any other display features that may distract or confuse the reader.

Compared to other e-textbooks, I find this one is more onerous to navigate, especially when trying to move between different chapters in the text.

Overall, the diagrams are clear and easy to read but the reproductions of documents, for example the job analysis questionnaire, are sometimes blurry and otherwise not legible.

Overall, how do you rate the textbook's interface?

3

Grammatical/Spelling Errors

The text contains no grammatical or spelling errors.

I did not see any errors in grammar or spelling

How do you rate the grammar and spelling of the text?

5

Diversity and Inclusion

The text reflects diversity and inclusion regarding culture, gender, ethnicity, national origin, age, disability, sexual orientation, education, religion. It does not include insensitive or offensive language in these areas.

The text does not contain insensitive or offensive language.

Most of the examples used to illustrate the concepts and theories are about American organizations and so do not demonstrate inclusiveness for Canadian students.

Overall, how do you rate the diversity and inclusion of the text?

4

Recommendation

Do you recommend this book? If not, why?

I think it would take a lot of work to make this textbook applicable for Canadian students and bring it up-to-date. I see that there is another open textbook about Human Resources Management in the hospitality industry that was written for a Canadian audience. I have not reviewed this other text but I took a quick look and would be more inclined to explore adapting it for a more general audience than I would be in trying to adapt an American text for Canadian use.

Review of *Human Resource Management*

Amy Tucker

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| Date submitted |
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| 2015-08-21 17:57:30 |
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Reviewer Information

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| Textbook that was reviewed |
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| Human Resource Management - No longer open for review |
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| For what level would this textbook be appropriate? |
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| Second Year |
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| My name |
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| Amy Tucker |
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| My title/position |
|-------------------|

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| LECTURER |
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| My institution |
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| Thompson Rivers University |
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Comprehensiveness

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|---|
| The text covers all areas and ideas of the subject appropriately and provides an effective index and/or glossary. |
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|---|
| The textbook covers all areas and ideas on the subject of human resource management. It also provides additional topic areas that go beyond the scope of human resource management. |
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| Although there is no index found in the text, there is a descriptive chapter outline at the beginning of the book. |
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| Although there is no glossary in the textbook, key terms are defined throughout the book. |
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| How do you rate the book's overall comprehensiveness? |
|---|

| |
|---|
| 5 |
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Content Accuracy

| |
|--|
| Content, including diagrams and other supplementary material, is accurate, error-free, and unbiased. |
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|--|
| The content of the book appears to be accurate, error-free and unbiased. |
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|---|
| Overall, how do you rate the accuracy of the content? |
|---|

| |
|---|
| 5 |
|---|

Relevance/Longevity

Content is up-to-date, but not in a way that will quickly make the text obsolete within a short period of time. The text is written and/or arranged in such a way that necessary updates will be relatively easy and straightforward to implement.

The content of the textbook appears to be current. Textbook examples, case studies, opening situations and problems are relevant to this period. The opening chapter videos, YouTube videos provide an additional emphasis on technology - and appear current. It appears that the textbook can be easily updated and straightforward to implement. The book is organized in a simple format that could easily be updated.

Overall, how do you rate the relevance/longevity of the book?

5

Clarity

The text is written in lucid, accessible prose, and provides adequate context for any jargon/technical terminology used.

The text is written in lucid, accessible prose, and provides adequate context for any jargon/technical terminology used. The textbook is written in a clear format, easy to follow and limited jargon -- there is some, but it is explained.

Overall, how do you rate the clarity of the book?

5

Consistency

The text is internally consistent in terms of terminology and framework.

The text is internally consistent in terms of terminology and framework that is comparable to other Human Resource Management textbooks. The order, framework and terminology is consistent with other books.

How do you rate the overall consistency of the text?

5

Modularity

The text is easily and readily divisible into smaller reading sections that can be assigned at different points within the course (i.e., enormous blocks of text without subheadings should be avoided). The text should not be overly self-referential, and should be easily reorganized and realigned with various subunits of a course without presenting too much disruption to the reader.

The textbook is very easy to read. The font and format is easy to follow for an electronic book. Everything seems to follow a consistent format and flow. As a reader, I can find what I am looking for quickly. The book also has a predictable format.

Overall, how do you rate the modularity of the text?

5

Organization/Structure/Flow

The topics in the text are presented in a logical, clear fashion.

The topics in the text are presented in a clearly consistent manner that is predictable. The topics follow a logical format that is comparable to other human resource management books.

At the beginning of the book, the author tells you how the chapters are organized and what to expect.

Overall, how do you rate the organization/structure/flow of the text?

5

Interface

The text is free of significant interface issues, including navigation problems, distortion of images/charts, and any other display features that may distract or confuse the reader.

There is no confusing images, charts or displays in the textbook. It appears to be straightforward.

Overall, how do you rate the textbook's interface?

5

Grammatical/Spelling Errors

The text contains no grammatical or spelling errors.

The text contains no grammatical or spelling errors.

How do you rate the grammar and spelling of the text?

5

Diversity and Inclusion

The text reflects diversity and inclusion regarding culture, gender, ethnicity, national origin, age, disability, sexual orientation, education, religion. It does not include insensitive or offensive language in these areas.

The textbook actually provides a section on "Diversity and Multiculturalism" and provides a good review of the content in one chapter but also weaves it into other chapters. It provides examples from various races, ethnicities, and backgrounds.

Overall, how do you rate the diversity and inclusion of the text?

5

Recommendation

Do you recommend this book? If not, why?

The textbook uses a lot of United States examples. It could be used for Canadian Content but a section on Canadian Employment Law would need to be include. I think the this is the biggest part of this book that is missing, but could easily be supplemented. Another area would be to include human resource management technology.