

SUPPLEMENT TO ACCOMPANY

HUMAN RESOURCE

M A N A G E M E N T I N A U S T R A L I A STRATEGY PEOPLE PERFORMANCE

Helen De Cieri Monash University

Robin Kramar Macquarie Graduate School of Management

Michelle Greenwood Monash University

Raymond A. Noe Ohio State University

John R. Hollenbeck Michigan State University

Barry Gerhart University of Wisconsin

Patrick M. Wright Cornell University



Boston Burr Ridge, IL Dubuque, IA Madison, WI New York San Francisco St. Louis Bangkok Bogotá Caracas Kuala Lumpur Lisbon London Madrid Mexico City Milan Montreal New Delhi Santiago Seoul Singapore Sydney Taipei Toronto

McGraw•Hill Australia



A Division of The McGraw-Hill Companies

Copyright © 2005 McGraw-Hill Australia Pty Limited Additional owners of copyright are named in on-page credits.

Apart from any fair dealing for the purposes of study, research, criticism or review, as permitted under the Copyright Act, no part may be reproduced by any process without written permission. Enquiries should be made to the publisher, marked for the attention of the Sponsoring Editor, at the address below.

Every effort has been made to trace and acknowledge copyright material. Should any infringement have occurred accidentally, the authors and publishers tender their apologies.

Copying for education purposes

The Australian Copyright Act 1968 (the Act) allows a maximum of one chapter or 10% of this book, whichever is greater, to be copied by any educational institution for its educational purposes provided that the educational institution (or body that administers it) has given a remuneration to Copyright Agency Limited (CAL) under the Act.

For details of the CAL licence for educational institutions contact: Copyright Agency Limited, Level 19, 157 Liverpool Street, Sydney, NSW 2000. Telephone: (02) 9394 7600. Facsimile: (02) 9394 7601. E-mail: info@copyright.com.au.

Copying for other purposes

Except as permitted under the Act (for example a fair dealing for the purposes of study, research, criticism or review) no part of this book may be reproduced, stored in a retrieval system, or transmitted in any form or by any means without prior written permission. All inquiries should be made to the publisher at the address below.

Published in Australia by **McGraw-Hill Australia Pty Limited Level 2, 82-84 Waterloo Road, Macquarie Park NSW 2113** Senior Sponsoring Editor: Ailsa Brackley du Bois Developmental Editor: Melina Deliyannis Publishing Services Manager: Jo Munnelly Production Editor: Colette Hoeben Senior Marketing Manager: Sharon-Lee Lukas Editor: Leanne Poll Permissions Editor: Jane Brimacombe Typesetter: Anne McLean, Jobs on Mac Proofreader: Tim Learner