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Torrington et al (2008) take this
advice to the next level by stating that
' infrastructure of motivation '
should be present within
organisations that include devising

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organisational systems including various policies and procedures in such a way that they contribute to the level of employee motivation.

References

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Human Resource Management 9th edn, 9/E. ... Part 1 Human Resource Management in Changing Times . 1. The Nature of HRM . 2. The Global Context of HRM . 3. ... Torrington, Hall, Taylor and Atkinson offer an unbeatable wealth of knowledge and experience of this subject.

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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.

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Torrington et al. (2005) define HRM as a continuous balancing act between ful-filling an organization ' s goals and objectives, and those of employees. Effective

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the bottom line (Fombrun et al, 2008).
Torrington et al (2008) identify three
theoretical approaches to strategic
human resource management. The
Universalist approach is founded on
the premise that there is one best way

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