Index

abductive approach 37, 221–3

*Academy of Management Review* 121

Ackermann, F. 239, 242

Akers, Peter 106, 116

   Clegg project 117–18

Alony, I. 19, 21

attitudes 180–89

attribute approach 245–6

Audi, R. 124

Australian legal and constitutional

   systems 61

   labour law scholarship 62–4

Australian studies

   hospitals 137–8

   public sector 32–9

   rail industry 21, 24–5

Australian, The 77, 79, 81, 82, 84, 85

autoethnography

   construction, and its pitfalls 214

   in doctoral supervision 47

   in employee engagement 51–3

   foundation and application 42–7,

      206–8

   rise of, Hayano to Pratt 208–11

   judgements and critiques 46–7

   organising and managing 211

   potential 215

   in psychological contract 47–51

   publications 215–16

   vignettes of practitioner knowledge

      205–6, 212–13

Axelrod, R. 237

Bainbridge, H. 19, 21

Banicki, K. 122, 123

Bednarek, R. 212

Behar, R. 208

behavioural role descriptions, job-

   holders’ perspectives 245–59

   challenges and shortcomings

      258–9

   context and contribution 245–6,

      257–8

derived through inductive methods

   (interviews) 248–50

   benefits to managers 255–6

   coding role data 250–52

   creating tables 252–3

   role maps 253–5

   work role analysis 246, 247–8

   beliefs, see cognitive mapping

   biography 108

   Black, J. 116

   blogging, see netnographical methods

   in employee social media practices

   Bochner, A.P. 43–4, 45, 46, 210–11

   Bordeaux, C. 147

   Branch, Sara 74, 76, 77, 88

   Brinley, A. 147

   Brown, J.R. 122, 126–7

   bullying 76–90

   Buzard, J. 208

   call centre study 239–41

   Cameron, Roslyn 4, 13, 14, 15–16,

      18–19, 26

   Carter, N. 32

   Casper, W. 147

   Cassell, Catherine 31, 146, 158, 163,

      192

   causal cognitive mapping 236–8

   Clarkson, Gail 235, 239, 241

   codetermination 183–4

   coding role data 250–52

   Cogin, Julie 221, 225

   cognitive mapping 235–42

   advantages and disadvantages 242

   causal 236–8

   computational and “interpretive”

   approaches 236

   elicitation processes 238, 241–2

   MOC literature and research 235,

      236

   study illustrating key decisions

      238–41

   weighted digraph format 240
Handbook of qualitative research methods on HRM

labour law and scholarship 61–4, 70–72
labour politics 117
Latham, G.P. 75, 124
Le, J.K. 212
Learmonth, Mark 205, 214
Lee, I. 19, 21
legal research methods 61–72
  Australian labour law scholarship 62–4
doctrinal legal research processes 64
interpreting primary sources 66–8
research question and sources 64–6
examples in HRM research 68–9
limitations and other methods 70–72
Pearce Committee 63
work, health and safety legislation 68–9
Lewis, D. 77, 86
Lockwood, A. 147
logical atomism 123
longitudinal studies and approaches 107, 235
episodic approaches 147–8, 155–6, 199–202
qualitative interview data and 30–31
collection and analysis 32–9
Loudoun, Rebecca 1, 30
Malik, Fatima 146
managerial and organisational cognition, see cognitive mapping
Markóczy, L. 239
Marwick, A. 106, 107, 110–12, 114
Marx, Karl 114
McDonald, P. 92
McDowall, Almuth 163
media, see netnographical methods in employee social media practices; news media
Miles, M. 1, 30
“miracle question, the” 137–44
development, as part of solution-based therapy 138–41
research context 137–8
interview protocols (asking for miracles) 141–3
value in human resources research 140–41, 143–4
mixed methods research 13–27
innovations employed 19, 21
prevalence rate 14–18
purpose, priority of methods, implementation, design 18–21
publications on 22–3
skilled migration research project 21, 24
using repertory grid technique (RPG) 166–74
when to use 25–7
Molina-Azorín, J.F. 14, 15–16
Monks, K. 222
Morse, J.M. 44, 224
multi-method 111–12
longitudinal study 30–40
multiple stakeholder perspective 75, 89
netnographical methods in employee social media practices 92–104
addictive nature of 101
background to, and emergence of blogging 92–4
convenience of, and scope 101–2
data collection 102
design stage defining “employee blog” and database 95–6
electronic qualitative questionnaire 96–8
recruitment of participants 99–100
research ethics 98–9
time taken 100
overview 102–4
networking 256
news media 74–90
as data source 76–7
in HRM context 74–5
method’s strengths and weaknesses 86–90
multiple stakeholder perspective 75, 89
as source to workplace bullying 76–7
analysis 79–80
examples meeting definition 80, 82
examples not meeting definition 81, 84
examples partially meeting definition 80–81, 83
Index 267

as identifiable variable 78–9
inductive framing 80
topical references to the term 85–6
Ng, Ju Li 221
Nienhüser, Werner 179
Nijs, S. 17–18
nomothetic elicitation 238, 239
organisational history 108–9
organisational study, gendered 192
Payne, Jonathan 117
performance model 166–8
Personal Construct Theory 164–5
phenomenological reduction 125
philosophical methods 121–32
applied to human resources
management 121–2
conceptual analysis 122–4
dialectic inquiry and dialogue 124
illustrative uses 127–31
creativity 128–9
training and learning 129–31
overview 131–2
phenomenological reduction 125
questioning accepted belief 124–5
thought experiments 126–7
photo-elicitation methods 146–59
episodic approach 147–8
participant photo-elicitation study 146
challenges of 157–8
instructions and responses 150, 162
overview 158–9
participant response to method 155–7
photographs and interviews 151–5
research context 149–50
research methods 148–9
work–life balance literature 147–8
Plowman, P.J. 192
Pratt, M.L. 210
primary research 2
psychiatry methods
miracle question, see “miracle question, the”
Personal Construct Theory 164–5
psychological contract 47–51
qualitative methods 1, 222
aims and problems 31–2
longitudinal studies and 30–31
data collection and analysis 32–9
research design 2–5
role of, in mixed method design 18–21
quantitative approaches 33, 37–8, 40, 70–71, 107, 167
questionnaires 97–100, 238
Radcliffe, Laura S. 146, 191, 192–3, 200–201
Ramsey, Sheryl 74
Ray J.L. 149, 150
Rees, C. 231
“reflexive ethnography” 43–4
“regulation” 61
repertory grid technique 163–76
method description and history 164–6
as qualitative first stage in mixed
method design 163
challenges and shortcomings 174
data analyses 171–2
data collection 168–71
findings 172–4
model of work performance 166–8
overview 175–6
research design 2–5
Richards, James 92, 102–3
Richards, Tom 221–2
Richardson, L. 46
Rojon, Céline 163
“Role Construct Repertory Test” 165
Rooney, D. 226
Rose, G. 148
Roy, Donald 3
Sambrook, Sally 42–7, 211
Saunders, Mark N.K. 3, 4, 163, 166–7
Semetko, H.A. 80
Sense, A. 19, 21
Simpson, A. 149
Slutskaya, N. 149
Smith A.D. 149, 150
social media 231
netnographical methods, see
netnographical methods in
employee social media practices
Handbook of qualitative research methods on HRM

social partnership/co-operation 117
solution-focused therapy (SFT) 138–9

sources
innovations 5–6
primary and secondary 110–12
Sparkes, A.C. 207–8, 212
St Pierre, E.A. 46
Starik, M. 125
strategic global human resource management 26
Sutherland, C. 71
*Sydney Morning Herald, The* 77, 79, 81, 83, 85

tables, creating 252–3
teleology 115
terminology 150, 183–4
Thompson, E.P. 113
Thompson, P. 92
thought experiments 126–7
Townsend, Keith 1, 3, 4, 7, 30, 137
Truss, K. 222
truth 124

United Kingdom of Great Britain study 238–41
Unsworth, Kerrie L. 121, 128, 129

Valkenburg, P.M. 80
Van Maanen, J. 213
verbal association 33–9, 179–89
Vickers, M.H. 44, 45
visual methods, see photo-elicitation methods

Warren, S. 149, 150, 158–9
Webley, L. 63–4
Winter, Richard 245, 249, 250

word association 30, 32
applied in longitudinal study 33–9
free verbal association 179–89
work role analysis 246, 247–8
work–life balance, see diary method;
photo-elicitation methods

workplace bullying 76–90
Zickar, M. 32