

Fact sheet 4.1.0f

Exercise for preparation in advance

Read the following texts:

- Banfield, P., Kay, R., & Royles, D. (2018). Introduction to human resource management. Oxford University Press (pp. 3 – 22).

The text is available online under:

<https://books.google.de/books?hl=de&lr=&id=DY9HDwAAQBAJ&oi=fnd&pg=PP1&dq=introduction+human+resource+management&ots=annj6vMc8U&sig=8n9OPB12o4zFQ5GjojFswfoBeOk#v=onepage&q=introduction%20human%20resource%20management&f=false>

And/or

- Lewis, R. E., & Heckman, R. J. (2006). Talent management: A critical review. Human resource management review, 16(2), 139-154. [\[PDF\] academia.edu](#) (pp. 139-141).

Reflect on the following question while reading:

1. What are the discussed challenges for HR and Talent Management?
2. What are typical perspectives on the individual from a HR (or Talent Management) perspective?

Write down your reflections (Time: 25 min).