Annotated Bibliography

Britton, P. S., Campling, J. E., Dalton, N., Dowell, R. R., Grimes, V. J., Rynard, T. M., & Glot, C. (2014). *U.S. Patent No. 8,682,703*. Washington, DC: U.S. Patent and Trademark Office.

These inventors introduce a system for facilitating management of core processes allowing and organization to source and solicit outside vendors.

Friend, M. A., & Kohn, J. P. (2018). *Fundamentals of occupational safety and health*. Rowman & Littlefield. Retrieved from <https://books.google.com/books?hl=en&lr=&id=tl5dDwAAQBAJ&oi=fnd&pg=PR5&dq=health+safety+and+security+for+employees&ots=UyFYvWqOjo&sig=btzEgfbQF2MBknacKe9K-yWiv_k#v=onepage&q&f=false>

Occupational safety and health aids by preventing and protecting employees as well as the working environment and equipment. It is the responsibility of managers to review these practices and share them with the staff as a precaution to monitor working environments.

Hanaysha, J. (2016). Examining the effects of employee empowerment, teamwork, and employee training on organizational commitment. *Procedia-Social and Behavioral Sciences*, *229*, 298-306.

Hanaysha shares that training and employee development leads to favorable organizational outcomes. Teamwork also had a positive effect on organizational commitment.

Hilton Worldwide. (2019). Our Values. Retrieved from <https://www.hilton.com/en/corporate/#embassy-suites-by-hilton>

Hilton gives you an overview of the company’s values, mission, history and heritage while also identifying its many different brands.

Jiang, J. Y., & Liu, C. W. (2015). High performance work systems and organizational effectiveness: The mediating role of social capital. *Human Resource Management Review*, *25*(1), 126-137.

Jiang and Liu discuss the importance of social capital and the direct affect it has on the overall effectiveness of the company. Understanding the social capital will help you understand the influence of HR practice.

Shields, J., Brown, M., Kaine, S., Dolle-Samuel, C., North-Samardzic, A., McLean, P., & Plimmer, G. (2015). *Managing employee performance & reward: Concepts, practices, strategies*. Cambridge University Press.

In Managing employee performance and rewards, the authors define performance and reward management practices, the purpose of them and the requirements of the practices.

# Society of Human Resource Management. (2019). What is a compensation philosophy? What should be included in a compensation philosophy? Retrieved from <https://www.shrm.org/resourcesandtools/tools-and-samples/hr-qa/pages/compensationphilosophy.aspx>

SHRM offers an in depth insight on compensation philosophy explaining the “what” and the “why” behind it. A compensation philosophy aligns with the organization’s strategic goals and objectives. A compensation strategy clearly defines the organization’s pay structure and its plans to pay competitively.

Wilkinson, A., Gollan, P. J., Kalfa, S., & Xu, Y. (2018). Voices unheard: employee voice in the new century. Retrieved from <https://www.tandfonline.com/doi/full/10.1080/09585192.2018.1427347>

Wilkinson, Gollan Kalfa and Xu give us an inside perception of how important employee engagement can be in the productivity of a company, shaping the work environment.

# U.S. Equal Employment Opportunity Commission. (2019). Laws Enforced by EEOC. Retrieved from <https://www.eeoc.gov/laws/statutes/index.cfm>

There are laws in place that protect employees from unfair pay and discrimination. The EEOC is a tool utilized to make sure employers are operating within the realms of the law. Huma resource managers can also review this website to keep their organization in compliance and protect them from lawsuits.

Yao, T., Qiu, Q., & Wei, Y. (2019). Retaining hotel employees as internal customers: Effect of organizational commitment on attitudinal and behavioral loyalty of employees. *International Journal of Hospitality Management*, *76*, 1-8.

This journal claims that treating hotel employees as social persons and internal customers affected their behaviors and attitudes causing them to become more loyal to the company and reducing employee turnover. It says that attitude affects behavior.