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preface

Building on the strengths of the well-received first edition, we are pleased to present you with an additional two original chapters that have been specifically requested by you, our market. Maintaining the genuine strategic approach, the focus on emerging trends and the academic and practical rigour that DeCieri, *Human Resource Management in Australia* has come to be recognised for, these new chapters on Ethics and Human Resource Management, and Occupational Health and Safety present you with yet further resource material to deepen students' understanding of the issues surrounding human resource management.

Occupational health and safety (OHS) is an important concern with significant personal and financial implications; failure to ensure the health and safety of employees can have tragic consequences. In addition to legislative developments, the management of OHS takes place in the context of significant changes affecting the workplace, including implementation of new technology, new forms of work organisation and structural changes in the workforce. Overall, these changes have brought challenges and new demands for the employers and employees. This new chapter discusses the need for managers not only to be familiar with the relevant legal context but also to develop a strategic, comprehensive OHS management system. The chapter presents some major current issues related to OHS, such as drug testing in the workplace, OHS implications of the ageing workforce and OHS issues in small businesses. A range of HRM strategies to manage and improve OHS are discussed.

The chapter on Ethics provides the basis for an ethical consideration of HRM. The first section provides an introduction to ethics and ethical theory. This includes the presentation of the contemporary notion of ethical pluralism and the use of the stakeholder model as applied to the employment relationship. Next, extant examinations of ethical issues in the employment relationship are reviewed. These are predominantly based on rights and justice issues for employees and do not consider management generally, nor HRM specifically, to any degree. Therefore, the last section considers the ethical implications for HRM. This analysis is provided at three levels: the ethicality of the HRM manager and management function; the ethicality of HRM within the organisation; and the ethicality of HRM within society. Current issues and examples such as the globalisation of the labour markets, whistleblowing, drug testing in the Australian mining industry, sexual relationships in the workplace and social activism against Nike, are used throughout the chapter to exemplify and expand on these ideas.