

Ethics and Human Resource Management: Professional Development and Practice

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The collection of articles in this issue is drawn from papers presented at the International Conference on Ethics and Human Resource Management held at Middlesex University Business School in April 2001. The title of this conference was "Professional Development and Practice," which reflected the belief that continuous professional development is the cornerstone of effective professional practice both for individual practitioners and the professional community in HRM. The papers presented provide an opportunity to review and reflect on practice, subjecting it to public scrutiny and exposing the gap between rhetoric and reality.

The papers are multidisciplinary in scope drawing on psychology, moral philosophy, professional education and development, as well specialist areas of human resource management including: employment law, health and safety and employee resourcing. They all encourage reflection and the development of knowledge and skills on a variety of issues and contribute to our appreciation of the nature of complex ethical decision-making in HR practice, drawing our attention to innovations in professional development and thinking in the field. Additionally, several papers build on the theme of the previous conference "Toward a Human Centered Organization" held in January 2000 at Imperial College, some papers from which were published in a special issue of this journal (vol. 19, nos. 3 and 4, and in *Human Resource Management Journal*, vol. 10, no. 4). A special section

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