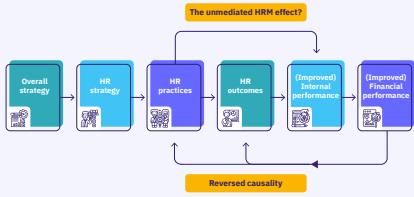


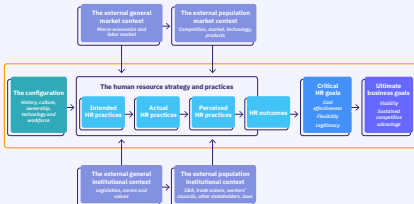
10 HR Models

Every HR Practitioner Should Know



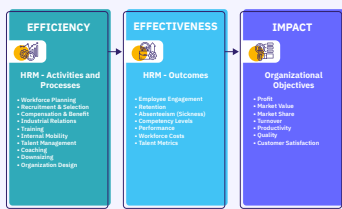
Standard Causal Model of HRM

The Standard Causal Model of HRM is derived from many similar models published throughout the 90s and early 2000s. According to this model, HR will only be effective if its strategy is aligned with the business strategy.



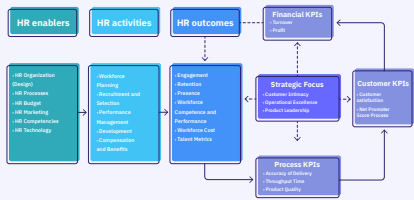
8-Box Model by Paul Boselie

The 8-box model by Paul Boselie shows the eight external and internal factors that influence the effectiveness of HR practices.



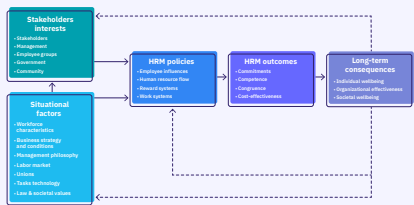
HR Value Chain

The HR value chain is one of the best-known models in HR. It is based on the work of Paauwe and Richardson (1997) and creates a nuance in the models above regarding how HR operates.



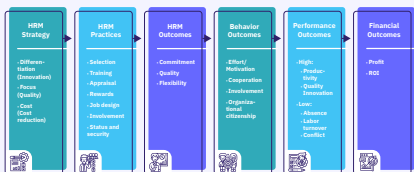
Advanced HR Value Chain

The Advanced HR Value Chain model aligns HR with business performance through the balanced scorecard and emphasizes HR enablers like systems, budget, and skilled professionals for effectiveness.



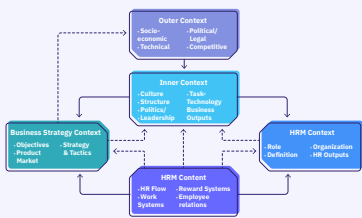
The Harvard Model of HRM

The Harvard model of HRM has been attributed to Michael Beer in 1984 and contributions from Paauwe and Richardson in 1997. It takes a more holistic approach to HR and includes different levels of outcome.



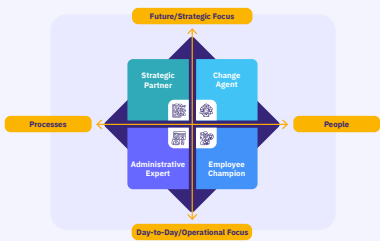
Guest Model

The Guest model was developed in the late 1980s and 1990s by David Guest. The model positions the strategic role of HR and differentiates strategic HRM from traditional personnel management activities.



Warwick Model

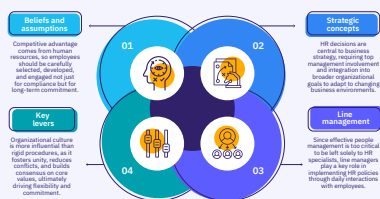
Developed by Hendry and Pettigrew in the early 1990s, the Warwick model highlights aligning HRM practices with external and internal contexts, examining how external forces shape internal dynamics.



Ulrich HR Business Partner Model

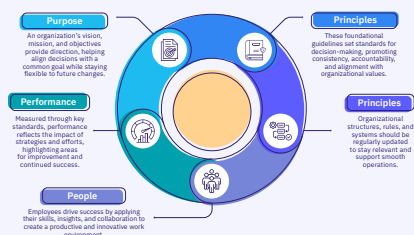
The Ulrich Model was proposed in David Ulrich's 1996 book Human Resource Champions, which outlines four key roles the HR function must take on:

Administrative Expert, Employee Champion, Change Agent, Strategic Partner.



The Storey Model of Human Resource Management

The Storey Model is built around four key elements: beliefs and assumptions, strategic concepts, the role of line management, and key levers. These elements shape HR as a strategic function, emphasizing commitment, performance, and long-term success.



The 5 Ps HR Model

The 5 Ps Model structures HR around Purpose, Principles, Processes, People, & Performance, aligning HR with business goals. It focuses on clear processes, guiding principles, and performance metrics to support both employee growth and organizational success.

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