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These case studies are analyzed and examined to see how much they contribute to the international literature on human resource management. Book Information: Book Name: International Human Resource Management; Edition: 7th Edition; Author(s): Peter J. Dowling, Marion Festing and Allen D. Engle; Book Category: Business and Management; Book Language: English

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Peter J. Dowling (Ph.D, The Flinders University of South Australia) is a Professor of Human Resource Management at La Trobe University. He has co-authored a number of books and has written or co-authored over seventy journal articles and book chapters.

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La Trobe University in Melbourne, Australia. Peter J. Dowling (Ph.D, The Flinders University of South Australia) is a Professor of Human Resource Management at La Trobe University. He has co-authored a number of books and has written or co-authored over seventy journal articles and book chapters. He serves on the editorial boards of International Journal of Human Resource Management, Journal of World Business, Management International Review, Journal of International Management, Thunderbird ...

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Peter J. Dowling (Ph.D, The Flinders University of South Australia) is a Professor of Human Resource Management at La Trobe University. He has co-authored a number of books and has written or co-authored over seventy journal articles and book chapters.

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International Human Resource Management. : Peter Dowling. Cengage Learning, 2008 - International business enterprises - 368 pages. 2 Reviews. According to the 2006 World Investment Report issued by...

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Peter Dowling, Denice E. Welch. Thomson, 2004 - Business & Economics - 333 pages. 0

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The critical role of human resource management in sustaining this increase in international

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business activity is a central theme of the exciting n That figure has since skyrocketed to 62 million workers worldwide.

Dowling et al is a rare instance of a textbook that has developed alongside the field - helping to shape what it is today - and remains the market leading IHRM textbook worldwide. The international author team have ensured this edition is even more international than its predecessors, whilst also remaining close to curriculum developments. New edition changes include a streamlined chapter structure and a new chapter on the cultural context of IHRM. The focus on expatriates has been balanced with a stronger global management emphasis throughout. The content also reflects the current economic climate, including greater coverage of turbulence for IHRM and issues of employee separation. There is also expanded coverage of business ethics, outsourcing, emerging markets and small medium enterprises. In addition the new edition includes a wealth of case study material and class discussion material. A fully tailored CourseMate and Instructor's website will also be available to adopters. MARKET: Dowling et al is a core textbook for "International HRM" modules (IHRM) as taught at intermediate and postgraduate levels on all HRM programmes and the majority of broad-based business programmes. It is also used on some "International Management" modules. This textbook is autopackaged with CourseMate. CourseMate brings course



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Now in its seventh edition, International Human Resource Management is established as a market leader that caters to students worldwide. This textbook has developed alongside the field - helping to shape what it is today - and remains a leading International Human Resources Management (IHRM) textbook worldwide. International Human Resource Management provides an academic overview of global IHRM, whilst still remaining close to curriculum developments. This textbook also contains nine in-depth case studies written by the authors and global experts, that provide a range of in-depth applications for all of the major functional areas of IHRM.

The third edition of International Human Resource Management focuses on updated case studies and exhibits aligned with the current global business context. The book deepens its focus on the expanding horizon of international business. Continuing with its simple format and flow of HR topics right from the inception of an organization till its maturation stage, the book focuses on emerging concerns that MNCs face and the strategies used to manage them. We are sure that readers will benefit immensely from its easy language and the extensive exhibits, figures, and cases that have been included. Salient Features: Each

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chapter has learning objectives, chapter summary, review questions, key terms and a set of assignments that students are encouraged to carry out. The assignments designed enable students to apply the theoretical concepts in each chapter to the current happenings in the industry, thereby enhancing awareness of the challenges that corporations face while operating in the multinational environment and the HR impact of these challenges. The text displays real industry experiences, thereby making it easier to understand the theory. The concepts and principles have been explained with contemporary business examples from multinational companies from across the globe.

Conducting business across national borders is nothing new; the Knights Templar were banking internationally as long ago as 1135. But modern globalization processes raise different challenges, and as the world becomes smaller and labour movements more common, an international understanding of human resource management is essential. The second edition of International HRM provides a fully updated and revised analysis of this important area. Its innovative, multi-disciplinary approach allows a holistic picture to emerge in which key issues are assessed from organizational, individual and societal perspectives. The collection is divided into three parts: the contemporary internationalization context the management of international employees strategic issues facing international HR managers. Supported by new research, and including work from eminent writers in the field, this book discusses issues as diverse as the relative absence of women in international work, the ethical merits of localization, and the context faced by organizations like the United Nations. It is a valuable tool for all students, researchers and

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practitioners working in international business and human resource management.

Essentials of International Human Resource Management: Managing People Globally, by David C. Thomas and Mila B. Lazarova, provides concise coverage of key HRM concepts, balancing comparative approaches and US and non-US schools of thought. Not limited to the multinational firm, this book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context. Chapter-opening vignettes (short cases) exemplify the chapter 's core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

Acclaim for the first edition: 'Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers.' – Dana B. Minbaeva, British Journal of Industrial Relations '... a rich array of contributors including some of the biggest names in the field.' – Roger Bell, Delta Intercultural Academy The second edition of this Handbook provides up-to-date insight into ground-breaking research on international human resource issues today. These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium-sized country. Written by the field's most distinguished researchers, the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going. The book explores issues such as the importance of linking IHRM activities to organizational

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strategy and culture; talent management; staffing; performance management; leadership development; diversity management; international assignment and mobility issues; and the role of IHRM in the management of global teams and cross-border joint ventures, mergers and acquisitions. The Handbook illustrates that IHRM research is both theoretically deep and eclectic. Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars, doctoral students, and others interested in IHRM research.

This text focuses on the choices that confront multinational enterprises in human resource management and some factors to consider in making those choices.

Essay from the year 2011 in the subject Business economics - Personnel and Organisation, grade: 1,3, International University of Applied Sciences Bad Honnef - Bonn (International Management), course: International Human Resource Management, language: English, abstract: Introduction Designate a person a loser and he will behave like one. But why is it, that some managers are not aware of the severe consequences treating their employees like that? Is it because of a deficit in managing people within an opposed cultural working environment or is it because of an inconvenient HRM strategy? Skinner, B. (1971) argued, that people are simply a product of the stimuli they get from the external world. Interestingly, negative reinforcement causes behavioral change in undesirable ways, whereas positive reinforcement causes rather intended change. General management is therefore not only accountable for defining such stimuli according the corporate strategy, but also its degree of involvement is a prerequisite for a successful HRM (Baron, J. & Kreps, D.,

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1999).

This is an ideal foundation text for anyone studying or working in the International Human Resource Management (IHRM) arena. This text utilizes and incorporates most of what is currently known, researched or experienced in the field. It features data and examples from academic research, international businesses and consulting firms, as well as experiences of and interviews with HRM managers in multinational and global firms. This book offers both a theoretical and practical treatment of this important and constantly evolving area.

Thoroughly updated and revised, this second edition now includes key terms, learning objectives, discussion questions and an end-of-book integrative case. It has been designed to lead readers through all of the key topics in a highly engaging and approachable way. This book focuses on IHRM within multi-national enterprises (MNEs) and covers topics including:

- \* MNE and country culture
- \* organizational structure, strategy and design
- \* international joint ventures and cross-border mergers and acquisitions
- \* labour standards, ethics and codes of conduct
- \* selection and management of international assignees
- \* training and management development
- \* compensation and benefits
- \* health and safety and crisis management
- \* IHRM departments and professionals

Uncovering precisely why IHRM is important for success in international business and how IHRM policies and practices function within the multinational enterprise, this outstanding textbook provides an essential foundation for an understanding of the theory and practice of IHRM. This book is essential reading for all students, lecturers and IHRM professionals.

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