

International Human Resource Management

Paul Evans | Vladimir Pucik | Ingmar Björkman

The Global Challenge International Human Resource Management

Dennis R. Briscoe, Randall S. Schuler, Ibraiz Tarique

The Global Challenge International Human Resource Management:

The Global Challenge Paul Evans, Vladimir Pucik, Ingmar Björkman, 2011 The Global Challenge Paul Evans, Vladimir Pucik, Jean-Louis Barsoux, 2002 Through its focus on human resource management and organization this book provides a broad guide on how to manage the process of internationalization with a particular focus on the transnational firm The authors discuss the people implications of traditional strategies for internationalization and how such strategies get executed through human resource management HRM They discuss such topics as how to manage expatriates from the parent country how to go about adapting management practices to circumstances abroad how to localize management how to recognize and ultimately avoid obstacles in joint ventures how to expand across borders through acquisitions how to respond to the contradictory pressures of the transnational firm where HRM has a critical role to play in enabling managers to resolve these paradoxes in innovative ways and how global competition is changing the nature of management and organization even for firms operating in domestic markets The book draws on practical examples from companies that have experienced the real challenges of international HRM The authors carefully balance these real business applications with a wide scope of academic research The Global Challenge Vladimir Pucik, Paul Evans, Ingmar Bjorkman, Shad Morris, 2024-05-03 Formerly published by Chicago Business Press now published by Sage Since strategy organizational capabilities and people management are increasingly intertwined in multinational firms The Global Challenge takes a general management perspective on the issues associated with international human resources Each chapter in this book is a stand alone guide to a particular aspect of international human resource management HRM from the history and overview of international human resource management in the first chapter to the functional implications for human resource professionals in the last from building multinational coordination to managing the human side of cross border acquisitions. The authors build on the traditional agenda of international human resource management how to respond to cultural and institutional differences manage cross border mobility and develop global leaders This new edition contains the latest advances from research and The Global Challenge Vladimir Pucik, Ingmar Björkman, Paul Evans, Günter K. Stahl, 2023-02-14 In this practice extensively revised fourth edition textbook authors Vladimir Pucik Ingmar Bj rkman Paul Evans and G nter Stahl take a people management and organizational perspective on the complex issues involved in successfully managing today s multinational firms Taking account of contemporary business challenges of digitalization inclusion and sustainability The Global Challenge explores how international strategies are executed through people management Global Challenge Paul Evans, 2010 Through its focus on human resource management and organization The Global Challenge International Human Resource Management provides a broad guide on how to manage the process of internationalization with a particular focus on the transnational firm In this edition authors Evans Pucik and Bj rkman discuss the people implications of traditional strategies for internationalization and how such strategies get executed through human resource management HRM They

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management HRM more broadly across countries cultures institutions and organizational types Designed to help readers explore and understand the key concepts and latest research behind the strategic management of people in organizations that operate in a global context this accessible book provides concise coverage of HRM concepts balancing comparative approaches and US and non US schools of thought Not limited to the multinational firm the 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

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