



International Human Resource Management: Policies and practices for multinational enterprises (Global HRM)

By Dennis Briscoe, Dennis R. Briscoe, Randall S. Schuler, Lisbeth Claus

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This essential book provides a thorough foundation for anyone studying or working in international human resource management. Featuring data and examples from international business, consulting practice, academic research, and interviews with IHRM managers in multinational and global organizations, it covers almost everything that is currently known in the field. The approach offers both a theoretical and practical treatment of this important and evolving area, relying heavily on the authors' varied and international backgrounds.

Thoroughly updated and revised, this third edition includes learning objectives, key terms, discussion questions, and end-of-chapter vignettes for application of the ideas in the text. It is designed to lead readers through all of the key topics in a highly engaging and approachable way. The language is very 'reader-friendly' and it is global in scope and examples. The book focuses on IHRM within multinational enterprises (MNEs) from throughout the world, featuring topics including:

1. globalization of business and HRM
2. global strategy and structure

3. global HR planning and forecasting
4. global talent management
5. global training and management development
6. global compensation and benefits
7. global employee performance management
8. new trends in international HRM.

Uncovering precisely why IHRM is important for success, this outstanding textbook provides an essential foundation for an understanding of the theory and practice of IHRM. It is essential reading for all students, lecturers and IHRM professionals.

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Editorial Review

Review

Praise for the previous edition:

'To have the right staff at the right time is a safe recipe for business success. Although this is easier said than done the second edition of **International Human Resource Management provides the appropriate tools to achieve just that. The book brings together highly relevant perspectives on the effective management of human resources on a global scale by two internationally renowned scholars on the leading edge of research and practice. This fully updated new edition should be mandatory reading for any student and practitioner of international business.**' - *Jan Selmer, Hong Kong Baptist University*

'Briscoe and Schuler have created the benchmark by which other HRM texts will be measured.' - *Wayne Cascio, University of Colorado, Denver, USA*

'The second edition of Briscoe and Schuler's *International Human Resource Management* **is an outstanding addition to the literature. It will not only serve as an excellent university text but also provide a comprehensive overview of the field for IHRM practioners and other interested professionals.**' - *Cal Reynolds, Consultant*

From the Publisher

This is an up-to-date, comprehensive reference on International Human Resource Management (IHRM).

From the Back Cover

Key Benefit: This is an up-to-date, comprehensive reference on International Human Resource Management (IHRM). Key Topic: Reflects both empirical research and the state of practice in the industry; Thoroughly covers the IHRM field and Ethics; Takes information from consulting firms, national and global HRM conferences, and interviews with HRM managers in multinational and global firms. Market: For Human Resource managers, business people, and researchers wanting to examine practical and theoretical questions about IHRM.

Users Review

From reader reviews:

Ernestine Worrell:

The experience that you get from International Human Resource Management: Policies and practices for multinational enterprises (Global HRM) will be the more deep you rooting the information that hide inside the words the more you get considering reading it. It does not mean that this book is hard to comprehend but International Human Resource Management: Policies and practices for multinational enterprises (Global HRM) giving you joy feeling of reading. The article author conveys their point in particular way that can be understood simply by anyone who read the idea because the author of this reserve is well-known enough. This book also makes your current vocabulary increase well. Therefore it is easy to understand then can go together with you, both in printed or e-book style are available. We advise you for having this particular

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Lynda Alford:

The book untitled International Human Resource Management: Policies and practices for multinational enterprises (Global HRM) contain a lot of information on this. The writer explains her idea with easy approach. The language is very clear and understandable all the people, so do not really worry, you can easy to read that. The book was written by famous author. The author provides you in the new era of literary works. It is possible to read this book because you can read more your smart phone, or model, so you can read the book inside anywhere and anytime. In a situation you wish to purchase the e-book, you can start their official web-site in addition to order it. Have a nice examine.

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Carmen Pinto:

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