From the mid-1980s to the turn of the 1990s the international HR field was considered to be in its infancy. There continues to be both an evolution of territory covered by the field – a series of successively evolving cultural, geographical and institutional challenges faced by the multinational corporation (MNC) – as well as more critical questioning whether this has created an expanded or a fragmented field.

This book brings together the latest research on important “issues-driven” concerns that the field of IHRM now has to face, absorb, interpret then reanalyse through international lenses. This volume gives attention to those aspects of MNC behaviour – choices about location, how they organize local subsidiaries, choices made about technology, capital and labour, and choices made about investments and strategies – that are subject to institutional influences. It also gives voice to a number of contemporary issues – reverse knowledge flows, skill supply strategies, employer branding, e-enablement, outsourcing, global networks – that now need to be accommodated within the field.

- Broadens the IHRM field to cover comparative and institutional perspectives
- Provides a multi-level analysis of globalization phenomena at the individual, organization, and macro level
- Focuses on the current problems and issues driving the attention of IHRM Directors
ABOUT THE AUTHOR

Professor Paul Sparrow is the Director of the Centre for Performance-led HR and Professor of International Human Resource Management at Lancaster University Management School. He has worked as a Research Fellow at Aston University, Senior Research Fellow at Warwick University, Consultant/Principal Consultant at PA Consulting Group, Reader/Professor at Sheffield University and whilst at Manchester Business School he took up the Ford Chair from 2002-2004 and was Director, Executive Education 2002-2005. He has consulted with major multinationals, public sector organisations and inter-governmental agencies. His research interests include cross-cultural and international HRM, HR strategy, cognition at work and changes in the employment relationship. He has published over 100 journal articles and chapters and several books and in 2008 was voted amongst the Top 25 Most Influential HR Thinkers by Human Resources Magazine.

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