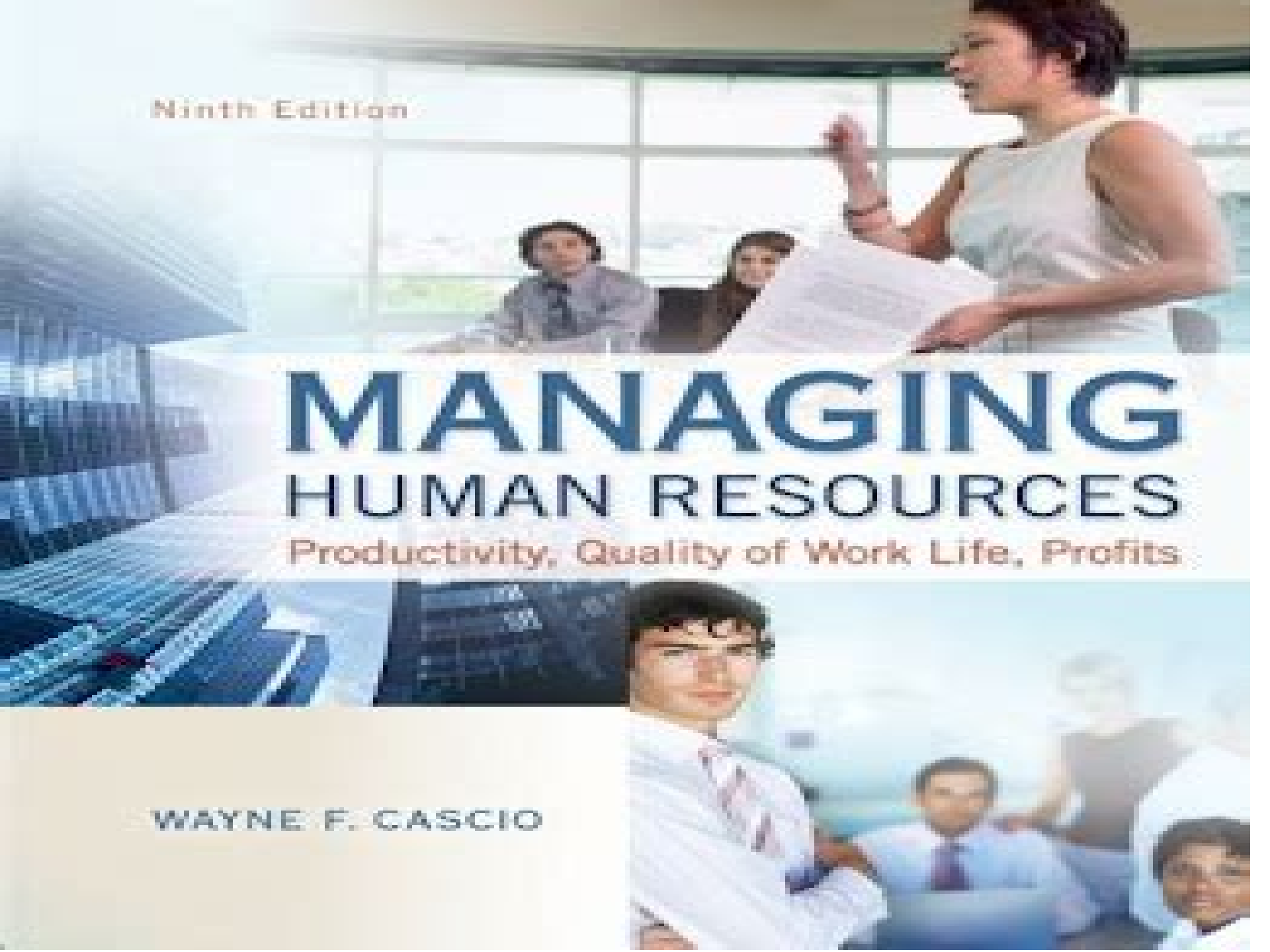




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Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management Charles M. Vance, Yongsun Paik, 2014-12-18 Revised and updated to incorporate new research insights and findings, *Managing a Global Workforce* provides balanced and contemporary coverage of human resource management in the international marketplace. Directed at future general managers and international executives rather than HR specialists, it is designed to help readers recognize the critical human resource issues underlying the cultural and economic challenges they face. The book's approach is truly global in nature, not just focused on expatriates from the home office. The authors also recognize contemporary trends in the global business arena, including the growing use of contingent workers, strategic alliances, and the need to have an active influence on the workers in these new organizational relationships. Reader-friendly tools, including an opening case scenario in each chapter, attract interest and emphasize topic importance, enhance the book's practical, real-world emphasis. For this edition, new end-of-chapter short cases, as well as new topics, ideas, and illustrations featuring current issues and challenges such as the global economic challenge, have been added and updated. Internet resource references are provided for each chapter.

Handbook of Research in International Human Resource Management Günter K. Stahl, Ingmar Björkman, Shad Morris, 2012-01-01 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 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

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Motivating Language Theory Jacqueline Mayfield,Milton Mayfield,2017-09-07 This book presents the findings applications and theoretical underpinnings of a unique leadership communication model motivating language theory Drawing from management social science and communication theories motivating language theory demonstrates how leader to follower speech improves employee and organizational well being and drives positive workplace outcomes such as employee performance retention and job satisfaction in a wide array of

settings It presents an integrated model based on empirical findings and theoretical developments from the past three decades to explore the three dimensions of motivating language direction giving language empathetic language and meaning making language It will be a comprehensive source for its empirical relationships generalizability theoretical basis and future directions for research and practice Human Resource Development Ronan Carbery,Christine Cross,2017-09-16 This core textbook on human resource development HRD focusses on a topic that has emerged as one of the most dynamic and multifaceted areas of business and management for both academics and practitioners Providing an engaging and succinct discussion of the topic this textbook tackles HRD from a basic introductory level covering the major areas of HRD including strategic HRD the interaction between leadership talent management and HRD and HRD in large and small enterprises With a unique blend of theory and practice alongside innovative learning tools such as videos and active case studies this text will help students to succeed in their HRD courses and to develop important practical skills for their future career This is the perfect textbook for first and second year undergraduate students as well as for post experience students studying introductory modules on Human Resource Development Training and Development or Learning and Development

Employment Regulation in the Workplace Robert K Robinson,Geralyn McClure Franklin,2015-01-28 This textbook acquaints readers with the major federal statutes and regulations that control management and employment practices in the American workplace The material is presented from the perspective that the human resource professional is the employer s representative and is therefore responsible for protecting the employer s interests and reducing the employer s exposure to litigation through monitoring activities and viable employee policies The book is designed as a tool for today s business and management professionals and unlike some other texts in the field maintains a pro business or pro management approach The authors have skilfully crafted Employment Regulation in the Workplace to be an effective learning tool Each chapter opens with learning objectives and an example scenario and each chapter contains plenty of illustrative figures boxes and diagrams Chapters conclude with a listing of key terms questions for discussion and two case exercises The book also includes a comprehensive bibliography

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