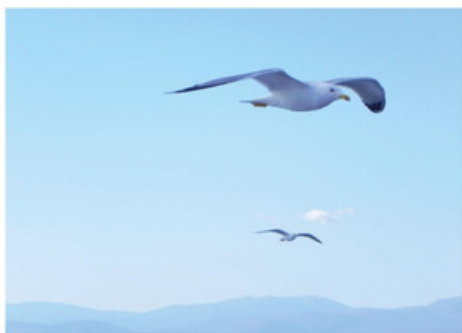


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Abstract

The book focuses on the international side of Human Resource Management (HRM) from three principal aspects: the Cross-Cultural Management view, the strategic view and the comparison between several HRM practices globally. Starting from Perlmutter's three distinct approaches for staffing in multinational companies (ethnocentric, polycentric and geocentric), it presents the development of International Human Resource Management through the internationalization for firms. Early research focuses on multinationals that are mainly based on advanced economies, either in Europe, the States or Japan, while designating best practices in acquiring, staffing and managing human resources internationally is of primary importance. In recent years, since more and more studies involve multinational companies from developing economies, complex issues like cultural differences, new International Human Resource Management approaches, alternative ways of managing mergers and acquisitions,

diversity management, come to the fore. We present the main characteristics of International Human Resource Management, studying the way people are managed internationally, and within multinational companies. The context within which national management systems and organizational practices develop play a central part, especially in terms of the cultural dimensions effect. Contrasting International HRM with its national version, we follow the challenges that multinational companies face, as well as the forces of globalization on national employment systems. Taking into account recent academic research and international developments, the book covers contemporary issues like: the cross-border transfer of HRM practices, Strategic HRM, International assignments and recruitment, Expatriate development and repatriation, HRM in cross-border M&A, Global leaders development, International assessment of HR, Diversity Management globally, CSR through ethic HRM practices.

