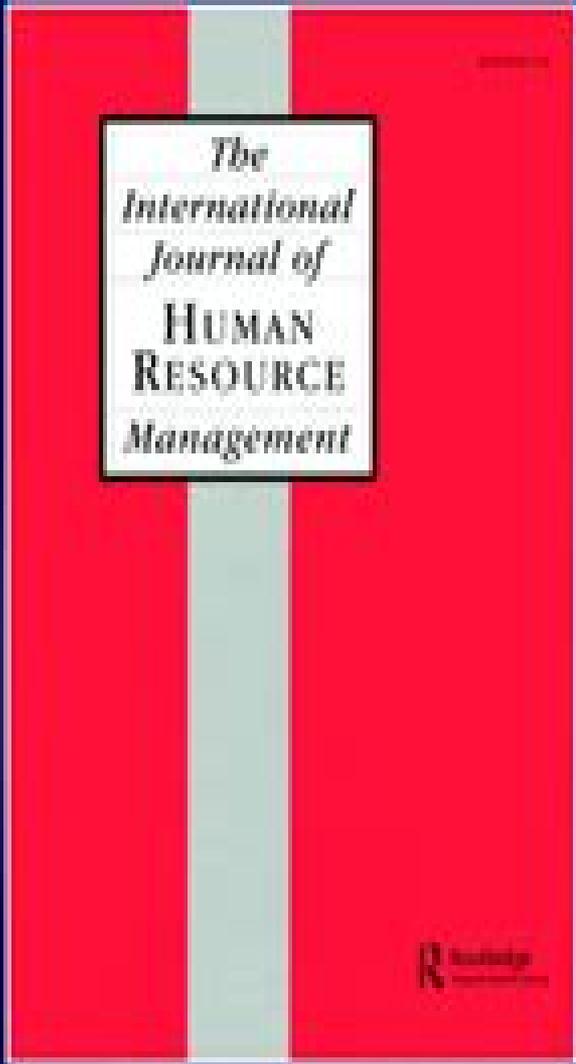
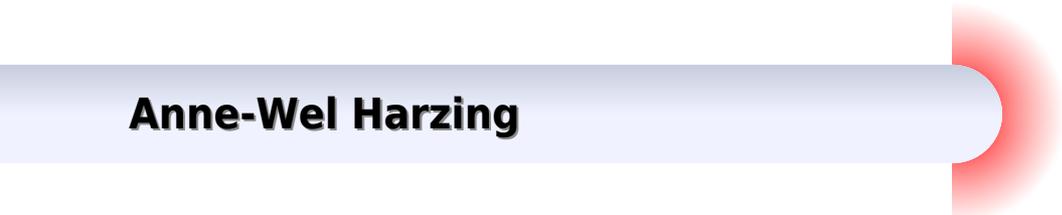


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International Human Resource Management Connie Zheng,2016 Effective international business operation is not possible without implementing best practices of international human resource management HRM to motivate attract and retain global talent that can help achieve the organizational objectives and market competitive advantages of global firms The complexity of international HRM among global firms is further epitomized by different cultural and institutional environments of home and host countries whereby multinationals are operating Multinational firms are required to constantly adopt new and emerging practices and adapt to the changing local and global conditions for their effective business operation Research in the field of international HRM must also keep up with the pace of MNCs practices in the real world This edited research book is aimed at addressing current trends and practices of international HRM of MNCs around the world It also points to several challenges and future directions in the research and practice of international HRM within the context of international business The collections in this volume cover several important and emerging topics within the field of international HRM The main topics

range from building a global HRM architecture via clarifying HR roles and responsibilities of multinational companies to developing multicultural teams with culturally oriented strengths Chapters also cover the interesting aspect of workplace friendship to facilitate effective expatriate adjustment the complex process of managing global knowledge transfer between strategic alliance partners and different perceptions to corporate social responsibility by persons with different cultural values Both cultural impact on HRM design delivery and institutional influence on differentiated HRM policies and practices of MNCs between home and host countries are examined The diverse topics are competently discussed by leading scholars and researchers in the field of HRM Using both qualitative and quantitative research approaches the authors address trends practices and challenges of international HRM in several countries including Australia China Italy South Korea Spain Taiwan Thailand and USA The volume will be of interest to students researchers and practitioners who would like to know the leading edge of research and practice in international management human resource management and cultural and institutional factors influencing multinationals operation in the global marketplace

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