Essentials of International Human Resource Management

Managing People Globally

David C. Thomas

University of New South Wales, Australia

Mila B. Lazarova

Simon Fraser University, Canada



Los Angeles | London | New Delhi Singapore | Washington DC

Brief Contents

List ofTables and Figures		xiii
Preface		xvi
Acknowledgments		xx
Chapter I	Globalization and Human Resource Management	
-	-	-
Chapter 2.	Cultural and Institutional Context of Global	
	Human Resource Management	23
Chapter 3.	Organizational Context of Global HRM	47
Chapter 4.	Transfer of HRM Across Boundaries	68
Chapter 5.	HRM in International Joint Ventures, Mergers and	
	Acquisitions, and Collaborative Alliances	86
Chapter 6.	Global Staffing	I 12
Chapter 7.	Global Human Resource Development	134
Chapter 8.	Global Performance Management and Compensation	159
Chapter 9.	International Mobility and Global Careers	184
Chapter 10	. International Employee Representation and Corporate Social Responsibility	207
Chapter II	- Emerging Issues in Global HRM	207
Appendix: GLOBE Country Scores		252
Cases		255
References		315
Index		345
About the Authors		354

v