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Peter J. Dowling (Ph.D, The Flinders University of South Australia) is a Professor of Human Resource Management at La Trobe University. He has co-authored a number of books and has written or co-authored over seventy journal articles and book chapters.

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Dowling et al is a rare instance of a textbook that has

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developed alongside the field - helping to shape what it is today - and remains the market leading IHRM textbook worldwide. The international author team have ensured this edition is even more international than its predecessors, whilst also remaining close to curriculum developments. New edition changes include a streamlined chapter structure and a new chapter on the cultural context of IHRM. The focus on expatriates has been balanced with a stronger global management emphasis throughout. The content also reflects the current economic climate, including greater coverage of turbulence for IHRM and issues of employee separation. There is also expanded coverage of business ethics, outsourcing, emerging markets and small medium enterprises. In addition the new edition includes a wealth of case study material and class discussion material. A fully tailored CourseMate and Instructor's website will also be available to adopters. MARKET: Dowling et al is a core textbook for "International HRM" modules (IHRM) as taught at intermediate and postgraduate levels on all HRM programmes and the majority of broad-based business programmes. It is also used on some "International Management" modules. This textbook is autopackaged with CourseMate. CourseMate brings course concepts to life with interactive learning, study, and exam preparation tools that support the printed textbook and the textbook-specific website. CourseMate includes an integrated eBook and interactive teaching and learning tools including quizzes, flashcards, videos, and more and an EngagementTracker, a first-of-its-kind tool that monitors student engagement in the course.

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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.

Since the late 1970s scholars and practitioners of international management have paid increasing attention to the impact of globalisation on the management of human resources across national boundaries. This collection of important articles and essays provides a comprehensive review and critique of developments and future directions in International Human Resource Management. Focusing on three major developments or approaches - Cross-Cultural Management, Comparative HRM and Strategic HRM, the

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International Human Resource Management is a core text for undergraduate, specialist Master's and MBA students taking a module in international or comparative human resource management. It provides an introduction to both the theory and practice of managing HR in an international context. It discusses the development of mainstream HRM and analyses the significance of the international contexts, processes and issues pertaining to the effective employment of people in different geographical locations. The book is underpinned by a clear analytical framework of key aspects of international HRM and contains some contributed chapters from experts in the field.

Conducting business across national borders is nothing new; the Knights Templar were banking internationally as long ago as 1135. But modern globalization processes raise different challenges, and as the world becomes smaller and labour movements more common, an international understanding of human resource management is essential. The second

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edition of International HRM provides a fully updated and revised analysis of this important area. Its innovative, multi-disciplinary approach allows a holistic picture to emerge in which key issues are assessed from organizational, individual and societal perspectives. The collection is divided into three parts: the contemporary internationalization context the management of international employees strategic issues facing international HR managers. Supported by new research, and including work from eminent writers in the field, this book discusses issues as diverse as the relative absence of women in international work, the ethical merits of localization, and the context faced by organizations like the United Nations. It is a valuable tool for all students, researchers and practitioners working in international business and human resource management.

This book touches upon human resource practices in many of the countries of the world. The primary focus is on the choices of international human resource management practices that confront multinational enterprises and some factors to consider in making those choices.

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