



Introduction to International Human Resource Management

By Eileen Crawley, Stephen Swailes, David Walsh

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This text is an ideal introduction to international human resource management. Accessible language and real-life examples are employed, and no prior understanding of HRM or labour economics is assumed. This makes the text perfectly suited for the large number of students who do not hold an undergraduate degree in business or HRM, or for whom English is not their first language. The text will also be welcomed by students who have taken an introductory module in HRM but would like to be reminded of the core concepts before exploring how these work in an international context.

A wide range of examples is explored from countries such as China, Malaysia, Singapore, Spain, Germany, Japan and Bangladesh as well as from the UK and USA. Discussion activities are embedded throughout the text to encourage a critical approach to the subject. A glossary of terms is provided for ease of reference.

The book is clearly structured in two parts. The comparative approach in Part 1 ensures the student understands the implications of the changing business environment on IHRM, demonstrating the importance of national culture and institutional differences and how this informs the debates and theories. Part 2 presents the practice of IHRM, showing the decisions organizations have to make, and the dilemmas they face when implementing HRM policy and practice.

The table of contents has been designed to map closely to courses. A chapter on international talent management explores a particularly 'hot topic' in HRM, which is under-represented in existing texts. The final chapter on the 'dark side' of international human resource management takes a critical approach and uncovers the exploitation that can occur within this area, again something that is under-discussed in other texts.

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Editorial Review

Review

"This book links together aspects of HRM with key concepts around organisations; not many IHRM textbooks currently on the market start from these 'basics', hence students find them difficult to read and comprehend. Crawley, Swailes and Walsh bring together everything that a student needs to know to get a complete picture of this area." --Dr. Francesca Andreescu, Senior Lecturer in Human Resource Management and Organisational Behaviour, Westminster Business School

"The examples used are up-to-date and are contextualised in a wide range of country contexts; this is really important given the cultural diversity of today's student cohorts. The book combines traditional and international aspects of the topic area, negating the need for more than one 'core' text." --Lynne Powell, Senior Lecturer and Programme Leader, Newcastle Business School

"I especially like the book's coverage of both macro and micro aspects, and the chapter on the dark-side - which is increasingly relevant nowadays. This is a reader-friendly text which is particularly suitable for overseas students." --Dr Hammad Akbar, Lecturer in Management and Course Director, MSc in International Human Resource Management, Norwich Business School

About the Author

Eileen Crawley has had a varied professional and academic career which had included working for the Open University as a tutor on its MBA programme for students in Spain, Austria & Belgium, and working also as a Senior Lecturer for the University of Bournemouth Business School. Eileen has also spent a year teaching in Jiaxing, Zhejiang Province, China.

Since returning to Malaysia in 2008, Eileen has been teaching for a number of colleges on their undergraduate and MBA programmes, which are awarded by universities in the UK, France and Australia. She is a Member of the Malaysian Institute of Management.

Stephen Swailes is a Senior Lecturer at Hull University Business School where he teaches international human resource management, selection and reward management. Starting his career in scientific research, Stephen worked in the water industry and later for a research and consulting organization. He has published over 30 papers on commitment, team performance and employee development. He has contributed several book chapters in these areas and his main research interest now is on talent management and cross-cultural influences on employee development.

David Walsh is Principal Lecturer at Nottingham Business School, Nottingham Trent University, where he specialises in international human resource management alongside the more strategic aspects of HRM and the employment relationship. As the university's Director of CIPD programmes, David was instrumental in its being designated a CIPD Centre of Research Excellence. He has also contributed to the development of CIPD courses overseas and helped shaped HRM education and professionalism in Russia and Azerbaijan. David has extensive experience as an external examiner both nationally and internationally. His HRM practitioner experience includes working for a large, unionised engineering company; and his research into

workplace industrial relations was undertaken through the London School of Economics and Political Science.

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