



# International Human Resource Management: Policies and practices for multinational enterprises (Global HRM)

*By Dennis Briscoe, Dennis R. Briscoe, Randall S. Schuler, Lisbeth Claus*

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**International Human Resource Management: Policies and practices for multinational enterprises (Global HRM)** By Dennis Briscoe, Dennis R. Briscoe, Randall S. Schuler, Lisbeth Claus

This essential book provides a thorough foundation for anyone studying or working in international human resource management. Featuring data and examples from international business, consulting practice, academic research, and interviews with IHRM managers in multinational and global organizations, it covers almost everything that is currently known in the field. The approach offers both a theoretical and practical treatment of this important and evolving area, relying heavily on the authors' varied and international backgrounds.

Thoroughly updated and revised, this third edition includes learning objectives, key terms, discussion questions, and end-of-chapter vignettes for application of the ideas in the text. It is designed to lead readers through all of the key topics in a highly engaging and approachable way. The language is very 'reader-friendly' and it is global in scope and examples. The book focuses on IHRM within multinational enterprises (MNEs) from throughout the world, featuring topics including:

- globalization of business and HRM
- global strategy and structure
- global HR planning and forecasting
- global talent management
- global training and management development
- global compensation and benefits
- global employee performance management
- new trends in international HRM.

Uncovering precisely why IHRM is important for success, this outstanding textbook provides an essential foundation for an understanding of the theory and

practice of IHRM. It is essential reading for all students, lecturers and IHRM professionals.

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## **Editorial Review**

### **Review**

**'Briscoe, Schuler and Claus have written an excellent book, which adopts a critical, yet highly accessible account of International HRM policy and practice in the multinational enterprise. It takes the research and practice literatures and integrates them in an innovative manner and combines rigorous research-based analysis with many useful practical examples. The book, which is a leader in the field, explains why managers need to develop International HRM approaches and strategies in relation to the strategic plans of the firm. It will be invaluable to both students and managers with an interest in the international dimensions of HRM.'** - *Hugh Scullion, National University of Ireland, Galway*

**'This is a vital resource for IHRM practitioners, academics, and students at all levels. A comprehensive book that provides a solid foundation in the essential knowledge and skills needed to prepare for a career in IHRM. Each chapter not only focuses on relevant research, but also includes practical examples and cases that illustrate the most up-to date ideas, tools, challenges, and developments in the field.'**

*Professor Ibraiz Tarique, Pace University, New York City, New York, U.S.A*

### **From the Publisher**

This is an up-to-date, comprehensive reference on International Human Resource Management (IHRM).

### **From the Back Cover**

**Key Benefit:** This is an up-to-date, comprehensive reference on International Human Resource Management (IHRM). **Key Topic:** Reflects both empirical research and the state of practice in the industry; Thoroughly covers the IHRM field and Ethics; Takes information from consulting firms, national and global HRM conferences, and interviews with HRM managers in multinational and global firms. **Market:** For Human Resource managers, business people, and researchers wanting to examine practical and theoretical questions about IHRM.

## **Users Review**

### **From reader reviews:**

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