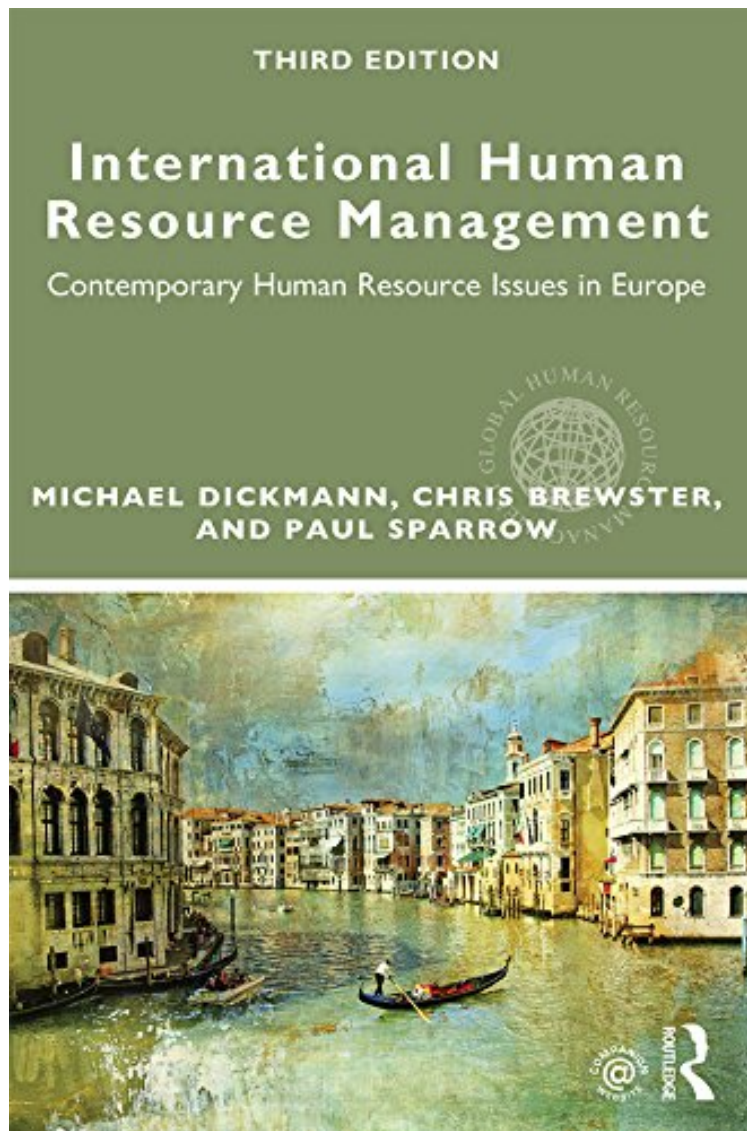


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From Routledge : International Human Resource Management: Contemporary HR Issues in Europe (Global HRM) before purchasing it in order to gauge whether or not it would be worth my time, and all praised International Human Resource Management: Contemporary HR Issues in Europe (Global HRM):

International Human Resource Management provides a concise overview of the rich HR landscape in Europe to help students develop cutting-edge people management approaches. The innovative, multi-disciplinary approach of the book provides a holistic picture of the key issues on the individual, organizational and societal levels. The book is divided into three parts: Part I explores the institutional and economic contexts that organizations face in different European countries. This section goes beyond exploring issues of diversity to include a discussion of the impact of the recent financial crisis. Part II concentrates on the key challenges and trends facing HR, including an aging population, migration, and sustainability, and analyzes the unique and inventive ways these are addressed in different countries across Europe. Part III focuses on the fundamental HR areas – recruitment and selection, performance management and rewards, employment relations, global careers, and so forth – and the ways in which these policies and practices are shaped by the European Union. With broader coverage, the latest thinking in the field, and cutting-edge cases, examples and insights, this book will prove a highly valuable resource for students, researchers and practitioners working in human resource management, and international business.

The third edition of the outstanding International Human Resource Management by the leading HR gurus in the UK, is both timely and extremely important given the dramatic workplace changes during and since the great recession of 2008. The chapters highlight issues of major importance in the changing landscape of people management going forward. This is a must read for all HR professionals in Europe and beyond. Professor Sir Cary Cooper, University of Manchester, President of the CIPD, UK 'For those looking for insights into the status of European models of international HRM, this is the book to read. The editors present a comprehensive account of developments in European IHRM following the economic crisis, written by a wide range of leading academics. They present an informed analysis of the current challenges facing HRM in Europe including different responses to the economic crisis, migration, flexible working, and generational differences in an aging workforce as well as challenges to employee interests. A comprehensive framework utilising a macro – mezzo – micro perspective emphasises the importance of institutional issues and stakeholder interests. The distinctive approaches to HRM in Europe of MNCs from different countries such as the USA, Japan and Korea, compared with those originating in Europe, are fully addressed as are specific HRM practices such as selection and performance management that can be affected by European institutional arrangements. The comprehensive and contemporary coverage of this book mark it out as a leader in the field of European IHRM.' - Professor David Guest, Kings College, UK

About the Author Michael Dickmann is Professor of International Human Resource Management and Director of the MSc in Management at Cranfield University, UK. His research interests are predominantly in international HRM and global careers. He is Editor of The International Journal of Human Resource Management. Chris Brewster is professor of international human resource management at Henley Business School, UK, Vaasa University, Finland, and Radboud University, the Netherlands. He researches international and comparative HRM, and has published more than 25 books, and almost 200 journal articles. Paul Sparrow is Director of the Centre for Performance-led HR and Professor of International Human Resource Management at Lancaster University, UK. He is Lead Editor of the Journal of Organizational Effectiveness and is included in the Top 10 Most Influential HR Thinkers for Human Resources magazine 2014-2015.