



# International Human Resource Management: Policies and Practices for Multinational Enterprises (Global HRM)

By Dennis Briscoe, Randall Schuler, Ibraiz Tarique

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Thoroughly updated and expanded, the fourth edition of *International Human Resource Management: Policies and Practices for Multinational Enterprises* now includes learning objectives, discussion questions, end-of-chapter cases, and two end-of-book integrative cases. It has been designed to lead readers through all of the key topics in a highly engaging and approachable way. This book focuses on International Human Resource Management within multi-national enterprises (MNEs) and covers topics including:

- the development of IHRM
- MNE and country culture
- strategic IHRM
- organizational structure and design
- international joint ventures and cross-border mergers and acquisitions
- labor standards, ethics and codes of conduct
- global talent management
- selection and management of international assignees
- training and management development
- compensation and benefits
- health and safety and crisis management
- international HRIS
- international Human Resource Management departments and professionals.

Uncovering precisely why International Human Resource Management is important for success in international business and how International Human Resource Management policies and practices function within the multinational enterprise, this comprehensive textbook provides an outstanding foundation for

understanding the theory and practice of International Human Resource Management. This book is essential reading for all students, lecturers and International Human Resource Management professionals.

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#### **Review**

**'There is little doubt that Briscoe, Schuler and Tarique have set themselves an ambitious task in covering so much ground in this text. However, they have delivered on their objectives and produced an authoritative and comprehensive volume which reflects cutting-edge thinking and practice in the field of IHRM [...] It will be a valuable addition to the bookshelf of any reflective practitioner and will no doubt be widely adopted on IHRM courses across the globe.'** - *David G. Collings, The International Journal of Human Resource Management, Vol. 23, No. 7, April 2012, 1507–1511*

#### **About the Author**

Dennis Briscoe is Professor Emeritus of International Human Resource Management at the University of San Diego, USA where he taught for 29 years.

Randall Schuler is Professor of Strategic International Human Resource at the School of Management and Labor Relations at Rutgers University and Research Professor at Lorange Institute of Business, Zurich, Switzerland

Ibraiz Tarique is an Associate Professor of Management at Lubin School of Business, Department of Management and Management Science, Pace University, New York City Campus, USA.

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**Charles Holland:**

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