International Human Resource Management

*International Human Resource Management* offers a contemporary and multilayered introduction to international and comparative human resource management for university study. It critically analyses the core issues and emerging trends in the field, with a consistent emphasis on real-world scenarios and concerns.

At the macro level, the book examines how IHRM fits within and adapts to the ever-changing environment of international relations and global development. At the firm level, it elucidates the strategic goals served by IHRM, and the processes used to achieve them. At the individual level, the analysis extends beyond the traditional focus on expatriates to encompass the various IHRM actors and their motivations.

With contributors drawn from universities across four continents, this book presents a genuinely international perspective on IHRM. Each chapter features a case study, tutorial activities and discussion questions. The book concludes with three extended case studies, each based on a specific region, to help students consolidate their understanding.

Comprehensive online resources, including an instructor’s manual and review material for students, are available at www.cambridge.edu.au/academic/IHRM.

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We would like to dedicate this book to all those who live or dream of living a life elsewhere. And to some special friends who have shaped our lives.

To Ayala Malach Pines, a boundless source of inspiration as a colleague, friend and confidante.

To George Groutsis, the eternal storyteller. Remembered always, never forgotten.

To the Harveys: Ruth, Robert, Pippa and George, the rocks of my life.
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