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978-1-107-66954-3 - International Human Resource Management  
Edited by Mustafa F. Özbilgin, Dimitria Groutsis and William S. Harvey  
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## 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](http://www.cambridge.edu.au/academic/IHRM).

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**MUSTAFA F. ÖZBILGIN  
DIMITRIA GROUTSIS  
AND  
WILLIAM S. HARVEY**



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**CAMBRIDGE**  
UNIVERSITY PRESS

477 Williamstown Road, Port Melbourne, VIC 3207, Australia

Published in the United States of America by Cambridge University Press, New York  
Cambridge University Press is part of the University of Cambridge.

It furthers the University's mission by disseminating knowledge in the pursuit of education, learning, and research at the highest international levels of excellence.

[www.cambridge.org](http://www.cambridge.org)

Information on this title: [www.cambridge.org/9781107669543](http://www.cambridge.org/9781107669543)

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First published 2014

Cover designed by Kerry Cooke, eggplant communications  
Typeset by Integra Software Services Pvt. Ltd  
Printed in Singapore by C.O.S Printers Pte Ltd

*A catalogue record for this publication is available from the British Library*

*A Cataloguing-in-Publication entry is available from the catalogue of the National Library of Australia at [www.nla.gov.au](http://www.nla.gov.au)*

ISBN 978-1-107-66954-3 Paperback

Additional resources for this publication at [www.cambridge.edu.au/academic/IHRM](http://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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Frontmatter

[More information](#)

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## ■ Contents

*Contributors*     *viii*

*Acknowledgements*     *x*

	Introduction: a multilevel approach to international human resource management	1
	Mustafa F. Özbilgin, Dimitria Groutsis and William S. Harvey	
1	Global trends in international human resource management	6
	Yasin Rofcanin, H. Pinar Imer and Matthew Zingoni	
2	Cross-cultural and diversity management intersections: lessons for attracting and retaining international assignees	23
	Dimitria Groutsis, Eddy S. Ng and Mustafa Bilgehan Ozturk	
3	Key players in international human resource management	47
	Graham Hollinshead, Cynthia Forson, Natalia Rocha-Lawton and Moira Calveley	
4	Recruitment and selection in the international context	67
	Kristina Potočnik, Maria Felisa Latorre Navarro, Beliz Dereli and Blanka Tacer	
5	Cross-cultural training and development for overseas assignments	93
	Aykut Berber, Yasin Rofcanin and Yitzhak Fried	
6	International reward	108
	Glenville Jenkins	
7	Employee retention	128
	Maria Balta	
8	International labour relations	148
	Mustafa F. Özbilgin	
9	Reputation in the international context	165
	William S. Harvey	
10	Expatriation and repatriation in the Asia–Pacific region	179
	Valerie Caven, Susan Kirk and Cindy Wang-Cowham	
11	Balancing inflows and outflows in the European context	194
	Joana Vassilopoulou, Barbara Samaluk and Cathrine Seierstad	
12	Self-initiated expatriation: case study lessons from Africa and the United States	214
	Ahu Tatli, Daphne Berry, Gulce Ipek and Kurt April	
	Conclusion	236
	Mustafa F. Özbilgin, Dimitria Groutsis and William S. Harvey	
<i>Index</i>		<i>244</i>

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## ■ Acknowledgements

We are deeply grateful to the many authors of this book, spread throughout the world, who came together to create this unique text about international human resource management. We thank you all for your hard work, dedication, patience and good humour throughout the development of the book. We are extremely indebted to David Jackson, Jessica Pearce and Bridget Ell at Cambridge University Press for their tireless encouragement and support throughout. Bridget was key in initiating and proposing the text, and David and Jessica have been particularly important in helping us to develop and complete the manuscript. We are grateful for their efforts, without which the book would have taken much longer to develop. We would also like to thank Katy McDevitt AE for her outstanding copyediting and suggestions for this book. Finally, we sincerely thank the unnamed reviewers from academia and the human resource profession who commented on early drafts and who provided support and constructive suggestions, which have helped enrich the quality of the book.