



Essentials of International Human Resource Management: Managing People Globally

By David C. Thomas, Mila B. Lazarova

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Essentials of International Human Resource Management: Managing People Globally, by David C. Thomas and Mila B. Lazarova, provides concise coverage of key HRM concepts, balancing comparative approaches and US and non-US schools of thought. Not limited to the multinational firm, this book reflects the most current knowledge in the field and considers all types of organizations embedded in the global context. Chapter-opening vignettes (short cases) exemplify the chapter's core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

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Editorial Review

Review

"Essentials of International Human Resource Management: Managing People Globally is a must-read for anyone studying or managing human talent in a global context. Written by leading experts in the field, this book should be on the bookshelf of anyone needing cutting-edge knowledge in international human resource management." -- Paula Caligiuri "This is a timely book delivering what it says in the title: essentials of IHRM. Its contextualized perspective gives it a unique flavor. A must read for students and practitioners of IHRM alike." -- Wolfgang Mayrhofer "Adopting a truly global perspective, Essentials of International Human Resource Management by Thomas and Lazarova, provides a first rate account of the anatomy of this evolving field. In incorporating insights garnered from international, comparative and cross-cultural lenses, the authors unearth the explanatory power of contextualism and demonstrate the true value of a 'levels of analysis' approach. Illustrative case studies serve to augment the theoretical material making it an indispensable resource for any student of IHRM." -- Michael J Morley

About the Author

David C. Thomas (PhD University of South Carolina) is currently the Professor of International Business in the School of Management at the Australian School of Business, University of New South Wales, Sydney. He is the author of nine other books including the bestselling *Cultural Intelligence: Living and Working Globally*. His book *Cross-Cultural Management: Essential Concepts* was the winner of the R. Wayne Pace Human Resource Development book of the year award for 2008. Additionally, he has recently edited (with Peter B. Smith and Mark F. Peterson) *The Handbook of Cross-Cultural Management Research*. His research on cross-cultural interactions in organizational settings has appeared in numerous journals. He is currently an area editor for cross-cultural management for the *Journal of International Business Studies* and serves on the editorial boards of the *Journal of World Business*, *Journal of Organizational Behavior*, and *European Journal of Cross-Cultural Competence and Management*. His previous academic postings have included positions at the Beedie School of Business, Simon Fraser University, the Pennsylvania State University and The University of Auckland, New Zealand, where he was also a director of the master of international business program. He has held visiting positions at Koç University, Istanbul, Turkey, The Chinese University of Hong Kong, the University of Hawaii, Massey University, New Zealand, and ESCEM, Tours, France. In addition to teaching at both undergraduate and post graduate level, Dr. Thomas has consulted on cultural diversity issues with numerous organizations in North America, Europe and Australasia.

Mila B. Lazarova (PhD, Human Resources and Industrial Relations, Rutgers, the State University of New Jersey; MBA, International Business, the University of National and World Economy, Sofia, Bulgaria) is associate professor and Canada research chair in Global Workforce Management in the Beedie School of Business, Simon Fraser University, Canada. Her research interests include expatriate management with a focus on repatriation and the career impact of international assignments; work-life balance issues related to assignments; global careers; the role of organizational career development and work-life balance practices on employee retention; and the changing role of the human resources (HR) department in organizations. She also conducts research in comparative human resource management and is the Canadian contributor to CRANET, a long-term research collaboration of over 35 universities across the world that carries out a regular international comparative survey of organizational HR policies and practices.

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