Strategic International Human Resource Management

Choices and Consequences in Multinational People Management

Second edition

mmm m HOCHSCHULE
& LIECHTENSTEIN
Bibliothek

Stephen J Perkins & Susan M Shortland

Contents

1

Designing rewards for the internationalizing business unit 176;
Concluding remarks 178; Technical appendix Part 1: Guiding
principles for expatriation: the 10-stage journey 182; Technical
appendix Part 2: International assignee remuneration approaches 185;
Technical appendix Part 3: International contracts and the global
employment company 196

Choices and consequences in international employment relations   201

Introduction 202; Regulating employment relations 203;
Managerial strategies: global rules - multi-local processes? 206; Extra-
managerial roles in regulating employment relations systems 211; The
dependent state and diversity in employment relations consequences
216; Regulatory norms under pressure? 219; Giving voice to human
resources and resourceful humans? 222; Experimentation:
the (new) norm in employment relations practice? 224; Concluding
remarks 227

Choices and consequences: SIHRM trends and priorities?   235

Global consensus on top HR issues 235; Change management 238;
Leadership development 240; Measuring HR effectiveness 243;
Concluding remarks 244