



# Handbook of Research on Comparative Human Resource Management (Elgar Original Reference)

*Chris J. Brewster, Wolfgang Mayrhofer*

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*'Global HR practices are of incredible interest to scholars and practitioners. Brewster and Mayrhofer have done a masterful job selecting and organizing 26 incredible chapters on how to conceive, study, and practice HRM in diverse global settings. The compendium is thoughtful and thorough with integrated theoretical perspectives and unique insights on each major global region. It is an invaluable source book for those interested in global HR.'*

- Dave Ulrich, University of Michigan, US

*'As the world becomes "flatter" and more interconnected, questions arise about the future of HRM. Which HRM systems are beginning or will begin to converge globally? Which systems will likely remain constrained by institutions or national culture and why? This book brings together the leading academic authorities and provides the essential starting point to answering these pressing questions.'*

- Patrick Wright, Cornell University, US

This unique and path-breaking *Handbook* explores the issue of comparative Human Resource Management (HRM) and challenges the notion that there can be a 'one best way' to manage HRM.

The *Handbook of Research on Comparative Human Resource Management* provides a theoretical, practical and regional analysis of comparative HRM. This book, edited by two specialists on comparative HRM and written by leading experts on each topic and from each region, explores the range of different approaches to conceptualising HRM, and highlights HRM policy and practice that occur in the various regions of the world. As such, the volume provides a challenge to the typical assumption that there are consistent problems in managing human resources around the globe that call for standardized solutions. Instead, the contributors emphasize the importance of institutional and cultural factors that make HRM a most context-sensitive management task.

Offering a comprehensive view for readers with different interests, this insightful *Handbook* will prove to be an essential resource for academics, researchers and postgraduate students in international business, business administration, HRM, socio-economics and cross-cultural management. Practitioners interested in the cultural aspects of HRM will also find this *Handbook* invaluable.

**Contributors include:** P. Almond, M.J. Belizon Cebada, C. Bischoff, T. Bondarouk, P. Boselie, P. Boxall, J. Brandl, C. Brewster, P. Budhwar, D.G. Collings, N. Collins, G.M. Combs, F. Dany, A. Davila, P. Debroux, P. Dowling, I. Ehnert, M. Elvira, A. Engle, E. Farndale, M. Festing, G. Florkowski, S. Frenkel, B. Gerhart, M.C. Gonzalez, S. Hayashi, N. Heraty, S. Jackson, T. Kiyomiya, A. Klarsfeld, C. Knapp, H.H. Larsen, M. Lazarova, Y.-t. Lee, D. Lepak, C. Mabey, W. Mayrhofer, K. Mellahi, M. Morley, A. Nehles, W. Nienhuser, J. Paauwe, T. Peltonen, A. Pendleton, E. Poutsma, A. Psychogios, J. Quintanilla, M. Ramirez, S. Reiche, H. Ruel, C.S. Runda, I. Sahakiants, R. Schuler, P. Sparrow, L. Susaeta, L.T. Szamosi, I. Tarique, O. Tregaskis, E. Vaara, A. Varma, C. Warhurst, M. Warner, I. Weller, J. Wisansing, G. Wood, Y. Zhu

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