



Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management

Charles M Vance, Yongsun Paik

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This comprehensive text provides balanced and contemporary coverage of human resource management in the international marketplace. Directed at future general managers and international executives, rather than HR specialists, it is designed to help students as well as professionals recognize the critical human resource issues underlying the cultural and economic challenges they face. The book will enhance their skills in making effective HR decisions to cope with business challenges and opportunities. The book's approach is truly global in nature, not just focused on expatriates from the home country. The authors also recognize contemporary trends in the global business arena, including the growing use of contingent workers, strategic alliances, and offshore outsourcing arrangements, and the need to have an active influence on (if not manage directly) the workforce in these new organizational relationships. The text's practical, real-world emphasis is enhanced by student friendly tools in each chapter, including an opening case scenario to attract interest and emphasize topic importance; two additional end-of-chapter short cases to promote class discussion; Global Workforce Challenge vignettes; a profile of an international professional working in each chapter topic area; and recommended online resources for further reference and details.

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