



Managing a Global Workforce

By Charles M Vance, Yongsun Paik

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This new edition of *Managing a Global Workforce* 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.

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Editorial Review

Review

Praise for previous editions:

'The complexity of international human resource management is daunting. Challenges inherent in managing a global workforce undermine effective strategy implementation for far too many MNCs. Vance and Paik provide tools, frameworks and perspectives to guide and demystify the analysis, understanding and practice of international human resource management. This textbook is destined to become a classic.' - *Mary B. Teagarden, Editor, Thunderbird International Business Review, Thunderbird School of Global Management*

'This textbook recognizes the entire global workforce that international firms and leaders manage in today's increasingly complex and volatile world. It provides an in-depth understanding of the ways these firms can successfully integrate and draw on the talent available across the globe, and is an extremely valuable contribution to students and practitioners of global management.' - *Sully Taylor, Director of International Programs, School of Business Administration, Portland State University*

Better than many at hand in that it does provide a great deal of fascinating and detailed illustrations relating to foreign places, exotic localities and off-shore companies. In fact, there is probably more *couleur locale* here than in most competing texts. This facet makes the work an attractive conventional proposition for recommending on reading lists for international students on IHRM courses on MBA programmes, although it could also be equally well used on undergraduate ones, if less so for critical scholars in the work and organisation studies field. - *Malcolm Warner, Judge Business School, University of Cambridge*

About the Author

Charles Vance is a management professor with expertise in human resource management, training and development at Loyola Marymount University, USA. He previously worked at Northrop Grumman, the China-Europe International Business School and FedEx.

Yongsun Paik is an international business and management professor with an interest in international human resources management, cross-border mergers and acquisitions and joint ventures, and East Asian business management. He is at Loyola Marymount University, USA.

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