



Multinational Strategies: Dealing with the Global-Local Dilemma

- Local-responsiveness solution: customize to country or regional differences
- Global integration solution: conduct business similarly throughout the world
- Global-local dilemma: choice between a local-responsiveness or global approach to a multinational's strategies

Managing The Multinational Confronting The Global Local Dilemma

Nathaniel O. Agola



Managing The Multinational Confronting The Global Local Dilemma:

Managing the Multinational Samuel Humes,1993 Analyzes how leading American European and Asian industrial corporations strategically organize and manage their multicontinental enterprises The text focuses on how multinationals are reorganizing their international operations to enable their diverse parts to work together more coherently *Advanced Topics in Global Information Management, Volume 1* Tan, Felix B.,2001-07-01 Advanced Topics in Global Information Management includes original material concerned with all aspects of global information management in three broad areas Global Information Systems in Business Functions Information Technology in Specific Regions of the World Management of Global Information Resources and Applications Both researchers and practitioners disseminate the evolving knowledge in these broad categories and the book examines a variety of aspects of global information management dealing with development usage failure success policies strategies and applications of this valuable organizational resources

Managing Human Resources Alan Cowling,Chloe Mailer,2013-06-17 This is the third edition of a book which has gained wide acceptance in universities and colleges for use on advanced courses in human resource management Written by a team of recognized experts in their field it combines a high academic standard with an applied approach to the challenges facing managers today which will appeal to both line managers and human resource managers *Multinational Business Service Firms* Joanne Roberts,2018-10-26 First published in 1998 this influential volume entered the debate on Foreign Direct Investment in the UK and focuses on the role of Multinational Enterprises MNEs in the service rather than manufacturing and primary sectors While the significance of the service industry had been recognised exceeding 60% of total GDP in some countries at the time of original publication the role of FDIs has not Joanne Roberts thus contributed to a woefully under researched field covering areas including international trade the organisational theory of the firm and the UK business sector

Multinationals, Subsidiaries and National Business Systems Pal Thonstad Sandvik,2015-10-06 Scholarly attention has tended to focus on the owners and management of the multinationals but when the focus is changed to that of subsidiaries different aspects of business development and international capitalism come to light Sandvik's study looks at the Falconbridge nickel refinery in Kristiansand Norway **International Business: Strategic management of**

multinationals Alan M. Rugman,2002 This comprehensive four volume set includes all major contributions to the field of international business It also includes key writings in the areas of international political economy and on regional and national issues **Globalizing Human Resource Management** Paul Sparrow,Chris Brewster,Hilary Harris,2004-07-31

Establishing the agenda for global HR this book looks through the eyes of HR professionals themselves It gives a broad coherent overview of the field of IHRM and a detailed practical analysis of what is needed to be successful in this crucial area of modern management A number of key questions are addressed Does IHRM drive the business agenda more than domestic HRM What is the impact of IHRM on organizational effectiveness What are the keys to success in IHRM Drawing upon

current research conducted as part of the Chartered Institute of Personnel and Development's Globalization Research Project the text includes data from surveys of HR professionals and company practice as well as longitudinal case studies

International Human Resource Management in Chinese Multinationals Jie Shen, Vincent Edwards, 2006-09-27 The authors explore the degree to which Chinese multinationals have a distinctive Chinese approach to human resource management in the same way as large Japanese companies are widely regarded as having a special Japanese approach Based on extensive original research in the subsidiaries of Chinese multinationals outside China the book examines a wide range of issues related to this key question including the evolution of human resource management in Chinese companies the internationalization of Chinese business recruitment and selection rewards and compensation performance appraisal strategic integration and employee relations Shen and Edwards give a detailed account of the international human resource management of Chinese multinational enterprises a topic of increasing significance in understanding global economic affairs

Orchestration of the Global Network Organization Laszlo Tihanyi, Timothy M. Devinney, Torben Pedersen, Markus Venzin, 2014-07-09 Multinational Corporations are meeting new challenges by focusing on core activities value chain disaggregation relocation of activities to emerging markets industry consolidation technological change and market volatility In this volume we scrutinize different models to examine how MNCs can cope and orchestrate a global network organization

International Strategies in Telecommunications Anders Pehrsson, 2012-10-02 This book provides a broad description of the telecommunications industry details of an in depth study of the telecommunications group Ericsson a description of how the strategic states model has worked for companies Multinationals and Global Capitalism Geoffrey Jones, 2005 This book provides a unique contribution to contemporary globalization debates by providing an accessible survey of the growth and role of multinational enterprises in the world economy over the last two hundred years The author shows how entrepreneurs built a global economy in the nineteenth century by creating firms that pursued resources and markets across borders It demonstrates how multinationals shifted strategies as the first global economy disintegrated in the political and economic chaos between the two world wars and how they have driven the creation of the contemporary global economy Many of the issues of the global economy have been encountered in the past This book shows how entrepreneurs and managers met the political ethical cultural and organizational challenges of operating across national borders at different times and in different environments The role of multinationals is placed within their wider political and economic context There are chapters on the impact of multinationals and on relations with governments The focus on the shifting roles of firms and industries over time rather than abstract trade and capital flows provides compelling evidence on the diversity and discontinuities of the globalization process The book explains the history of multinationals across a wide spectrum of manufacturing service and natural resource industries from an international perspective which ranges widely across different countries It provides an essential historical framework for understanding global business An accessible survey of the history of international business

worldwide this book will be key reading for students taking courses in International Business Business History Multinationals and Entrepreneurship and of interest to academics and researchers working in these areas *Global Strategic Management* Philippe Lasserre, Felipe Monteiro, 2022-11-03 Seamlessly blending academic rigour and practicality this textbook provides an introduction to global business strategy Assuming a born global perspective *Global Strategic Management* is supported by ample pedagogical features including numerous case studies and examples featuring both established multinationals and unknown SMEs from across the globe The book takes an applied approach to global business strategy emphasising functional parts of international business managing marketing operations HR and finance The text has been widely updated to incorporate the impacts of the Covid 19 pandemic such as work from anywhere and deglobalization New to this fifth edition is increased material on sustainability and corporate social responsibility including discussion of climate change NGOs and sustainable development goals Subjects such as the impact of technology cryptocurrency and global strategy in the digital space are discussed in more detail while the conflict in Ukraine is also considered **Successful Global Account Management** Kevin Wilson, Nick Speare, Samuel J. Reese, 2002 Based on a major global research study into Global Account Management GAM *Successful Global Account Management* shows companies how to adopt a radically different approach to dealing with their key accounts to operate as truly global suppliers *Multinational Enterprises and Tort Liabilities* Muzaffer Eroglu, 2008-01-01 This book conducts an interdisciplinary and comparative examination of tort liabilities of multinational enterprises MNEs It examines the social economic managerial and legal characteristics of MNEs and compares the findings of this examination to the current understanding of MNEs in the way that tort liability is applied to them Existing laws and principles related to liability of MNEs are explored from a variety of jurisdictions with the aim of assessing whether these laws are adequate for the challenges that modern MNEs create Muzaffer Eroglu also proposes solutions to the problems of tort liability of MNEs Comparing the theory of control in existing laws and the theory of control in business management structure *Multinational Enterprises and Tort Liabilities* will be of great interest to academics researchers students and practitioners It will also appeal to NGOs particularly interested with the liabilities of MNEs for their human rights breaches **Managing Cultural Diversity** Martin Baumüller, 2007 The effects of globalization require that multinational corporations MNCs coordinate their differentiated but interdependent organizational parts and align them to a common purpose This book examines the mechanisms that such organizations use to govern their global subsidiary networks The book starts with a review of key concepts and theories of multinational organizations and explains the rationale for their existence Based on this assessment and an empirical study of three globally operating entities the author develops a framework for examining the cultural and structural governance mechanisms that multinational corporations may employ to coordinate their global operations This framework identifies different configurations of cultural and structural governance mechanisms and explains what kind of configuration a multinational organization should employ to ensure efficient

governance **Putting the restructuring process of a company into practice** Sven Dinklage, 1997-05-27 Inhaltsangabe
 Abstract Companies in today's business world are under a constant pressure they have to get as close as possible to the customer they have to become ever more flexible and they need to reduce costs In order to face these challenges some organisational structures are more likely to promise success than others The characteristics of these structures are no secret but companies often have the problem that they don't know how to put them into practice The present work is intended to give an answer to this question Having analysed what had been written about putting organisational change into practice I tested my ideas by a series of ten interviews which took place in companies of the German production sector Six points were identified as essential 1 The problem and the objectives of the project should be clear for all participants 2 The company should dispose of enough time and financial resources as well as a trusting working climate and a supportive top and middle management 3 Borderless communication is necessary especially concerning the evolution of the change project and the personal consequences for each person 4 The employees should be able to participate actively in elaborating the change project in decision making and in identifying possibilities to stimulate motivation This participation should be reflected in an adequate bonus system 5 Continuous training for all laying special attention on group leaders is important in such areas as group work communication and motivation The mentioned recommendations could be useful for the managers of companies which are thinking about a reorganisation That would enable them to avoid mistakes made by other companies The following mistakes were the most important ones Impatience and the expectation that there will be a magic solution it might take up to five years to reach the desired state The non implication of the workforce in introducing the change process result the project is being blocked from their side Lack of communication which creates rumours about the coming change process result anxiety is created and the best workers will try to find another job Out of date bonuses which are not favourable in order to reach the company's global objectives such as individual bonuses and competition stimulators between groups
 Inhaltsverzeichnis Table of Contents FOREWORD5 EXECUTIVE International Politics G Berridge, 2014-01-21 A new Edition of this well established introduction to international politics As with the previous two editions the book's emphasis is on states the conflicts that divide them the instruments they employ to pursue their ideals and secure their interests and the systems of precepts and practices through which conflicts are worked out Technology Transfer and Economic Growth in Sub-Saharan African Countries Nathaniel O. Agola, 2016-03-21 This book provides a pragmatic analytical model grounded on the solid idea that technologies and the accompanying implementation efforts only make sense if they are successfully deployed in markets The analytical model also provides an exhaustive analysis of all critical variables at the global regional and national levels which contribute to failure or success of technology transfer efforts The model is validated by an incisive analysis of technology transfer experiences of Japan Korea Singapore Taiwan province of China and Malaysia While this book finds that these East Asian countries have had both diverging and converging models and experiences with technology

transfer the enduring and fundamental aspects of technology transfer in specific industrial sectors and economic growth in these countries is then used to draw lessons for African countries This book therefore is a timely and compelling piece of research work that provides valuable answers to the increasingly urgent question of how African countries can industrialize through technology transfer to meet their economic development and growth ideals *Interdisciplinary Research* John Atkinson, Malcolm Crowe, 2006-11-02 An important book by researchers from across disciplines introducing varying ideas on research important in these days of inter disciplinary and multi centered investigation The book introduces academics to new areas of endeavour and encourages researchers and students to think broadly when devising their studies Linking chapters present the contributions in an historical and theoretical context identifying the themes between the approaches and encourages new thinking about old problems Includes contributions from leading researchers across the quantitative qualitative spectrum from marine biology to spirituality With funding under increasing pressure the different views will help departments form new alliances and encourage interdisciplinary working **The Global Cigarette** Howard Cox, 2000-03-16 During the 1880s the tobacco manufacturing industries of Britain and America were revolutionized by the introduction of mechanized cigarette production The development of this novel image laden product constituted a triumph for the methods of mass production and mass distribution in this most traditional of consumer goods industries The Global Cigarette charts the way in which these innovations in manufacturing and marketing methods led to the formation in 1902 of the British American Tobacco Co as an Anglo American multinational joint venture designed to promote cigarettes in international markets Based on archive materials from a wide variety of sources including the company s own internal records this book provides the first authoritative account of BAT s evolution and growth up until the Second World War In particular The Global Cigarette shows the way in which the company developed a vast array of international operating subsidiaries explores how it managed these enterprises in different political and cultural contexts notably in China and India and analyses the way in which the company as a mature multinational enterprise coped with the severe international economic dislocations of the 1930s In the era of globalization this account of the operational and organizational arrangements of a prefigurative global company will shed light on current debates on alliances joint ventures and international business

Unveiling the Magic of Words: A Overview of "**Managing The Multinational Confronting The Global Local Dilemma**"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Managing The Multinational Confronting The Global Local Dilemma**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book is central themes, examine its distinctive writing style, and assess its profound impact on the souls of its readers.

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