

Managing Human Resources in Latin America

An Agenda for International Leaders

Edited by

Marta M. Elvira and Anabella Davila

Routledge Global Human Resource Management Series

Managing Human Resources In Latin America

Anabella Davila, Marta M. Elvira



Managing Human Resources In Latin America:

Managing Human Resources in Latin America Marta Elvira, Anabella Davila, 2007-05-07 In addition to providing the reader with a thorough overview of the trends in HR strategies and practice and the challenges faced by HR executives in Latin America this book also explores cultural issues critical to conducting business and understanding human resource management in this region Structured in two distinct parts Davila and Elvira's comprehensive book moves from a general overview of the economic managerial and leadership styles found in Latin America to the current status role and importance of the HR function in a variety of country specific chapters including Argentina Brazil Chile Mexico Central America and Panama Expert scholars from the region and abroad highlight how regional characteristics affect HRM practices according to the particular development of each country and country specific chapters focus on aspects of key institutional determinants of HRM practices such as laws politics economy the current status role and importance of the HR function in most firms review practices including pay staffing and labour relations trends for the near future Written from a Latin American perspective and by contributors with interdisciplinary backgrounds it features topical original research and forms an essential component of the Global HRM series complementing the other texts Using up to the minute case studies this text is invaluable reading for academics students and practitioners of HRM personnel management and international business alike

Managing Human Resources in Latin America Marta Elvira, Anabella Davila, 2007-05-07 Presenting a rigorous analysis of HRM trends and strategies in Latin America for academics and professionals this text provides a general overview highlights regional characteristics analyzes the challenges faced and explores key cultural issues of human resources in Latin America

Best Human Resource Management Practices in Latin America Anabella Davila, Marta M. Elvira, 2009-06-02 Written by regional based academics with intimate knowledge of the cultural and business landscapes this excellent overview of current HRM practices in a changing region will be key reading for students of HRM and business and management

Human Resources in Latin America and the Caribbean Jere Richard Behrman, 1996 Within the emerging Latin American consensus on development human resource investments are considered essential for reducing poverty and integrating economic growth and social reform Investing in people enables work forces to adapt to rapidly changing markets and share in the benefits of economic growth Human Resources in Latin America and the Caribbean examines investments across the region in education training health and nutrition The book points to the impact of human resource investment on productivity and income distribution and examines how changes in human resource policies particularly those affecting the delivery of social services could substantially improve returns in several key areas of development Although a survey finds Latin America's human resources fare relatively well by international comparison with high investment levels in some countries associated historically with good macroeconomic performance important gaps and inadequate investment in recent years are cause for concern

Talent Management in Latin America Jordi Trullen, Jaime Bonache, 2021-05-09 In a period of

about 20 years Latin America LATAM moved from having highly unstable closed economies ruled by authoritarian regimes to becoming more democratic stable and open to investment and trade attracting by 2020 close to 11% of world total foreign direct investment In parallel the region has seen the emergence of large multinational companies so called multilatinas which have become true global players There is still relatively little knowledge about how to manage employees in these countries and there is a need for more research addressing people management problems In comparison with other world regions Human Resource Management research on Latin America remains scarce Focusing on this region this book seeks to offer a more up to date review of the main developments in HRM and talent management that have recently occurred in Latin America paying attention to local cultural and institutional factors illustrate examples of idiosyncratic problems or issues that require approaches to TM that differ significantly from those commonly established in current literature and describe and reflect on the transfer of Talent Management policies from and to LATAM within the context of local and foreign multinational companies Talent Management in Latin America updates main HRM topics in Latin America with a local focus on culture and institutions It shows the latest state of knowledge on the topic and will be of interest both to researchers academics and students in the fields of human resource management critical management studies and international business

Best Human Resource Management Practices in Latin America Anabella Davila, Marta M. Elvira, 2009-06-02 Latin America today presents a dynamic but challenging business landscape Although foreign investment in the region has risen Asia s increasing role in the global economy is a challenge to Latin America s competitiveness At the same time Translatina firms Latin American trans national companies continue to grow in capital and influence This original collection explores the tensions between the strategic HRM policies demanded by global competition and local approaches rooted in Latin American cultural values The book uses a selection of real life case studies plus quantitative data to understand the unique challenges of human resource management in Latin America exploring the relationship between political economic and social forces and HR practices lessons from successful HRM practices in the region the role of HRM practices for business strategy in Latin America national development and HRM practices diverse specific social and cultural contexts Written by regional based academics with intimate knowledge of the cultural and business landscapes this is an important reading for students of human resource management and business and management

International Human Resource Management Dennis Briscoe, Randall Schuler, Ibraiz Tarique, 2012-04-27 Thoroughly updated and expanded the fourth edition of *International Human Resource Management Policies and Practices for Multinational Enterprises* now includes learning objectives discussion questions end of chapter cases and two end of book integrative cases It has been designed to lead readers through all of the key topics in a highly engaging and approachable way This book focuses on International Human Resource Management within multi national enterprises MNEs and covers topics including the development of IHRM MNE and country culture strategic IHRM organizational structure and design international joint ventures and cross border mergers

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International Human Resource Management Ibraiz Tarique, Dennis R. Briscoe, Randall S. Schuler, 2022-01-31 The updated sixth edition of International Human Resource Management is an authoritative resource that focuses on international human resource management IHRM within multinational enterprises MNEs The book includes fifteen chapters with rich pedagogy students have come to expect and is organized into four sections Strategic Context National and Cultural Context Global Talent Management Role and the Future of IHRM Each chapter has been designed to lead readers through key topics in a highly engaging and approachable way with learning goals relevant data exhibits figures vignettes end of chapter case studies discussion questions up to date content and numerous references The sixth edition includes discussions on evolving IHRM topics such as international experiences and adult third culture kids expanded analyses on health and safety statistics and global workforce analytics as well as updated and revised illustrations cases references and instructor resources Uncovering precisely why IHRM is essential for success in international business and how IHRM policies and practices function within the multinational enterprise this comprehensive textbook provides an excellent foundation for understanding the theory and practice of IHRM It is essential reading for all students instructors and IHRM professionals

Managing Human Resources in North America Steve Werner, 2012-08-21 This unique text covers the key issues in North American human resources today Providing an overview of new and emerging issues in North American Human Resource Management HRM the chapters are divided into three parts The first part examines how changes in the business environment have affected HRM the second part looks at topics that have escalated in importance over the last few years and the third analyzes topics that have recently emerged as concerns Each chapter is authored by a leading figure in the field and features case vignettes to provide practical illustrations of the points in hand The chapters also conclude with guidelines to help HR professionals deal with the issues raised A Companion Website featuring online lecturer and student resources is available for this text and can be visited at www.routledge.com/textbooks/0415396867 Managing Human Resources in North America is a core text for current issues in HRM courses in North America and a supplementary text for students studying international HRM in other countries It will be invaluable reading for all those studying HRM in North America or currently working in the field

Business in Emerging Latin America Fernando Robles, Nila M.

Wiese, 2014-07-25 Driven by expanding domestic markets and exports of natural resource commodities Latin America has recently come into focus as an economic force in the international arena Business in Emerging Latin America provides students with a comprehensive overview of the business environment of this emerging dynamic region The book begins at the macro level focusing on the region's geo political technological social competitive and economic environments It then moves to the micro level delving into the mosaic of countries with distinct cultures and political economies that comprise Latin America Capturing the dynamism of this region Business in Emerging Latin America Provides a thorough and nuanced understanding of the business environment Identifies major drivers of emerging market expansion within the region Analyzes the strategies of companies both within and outside of the region The book includes examples and cases from across the region as well as chapters on entrepreneurship leadership HRM sustainability income inequality social responsibility and transparency An ideal resource for anyone considering a business venture in the region the book will especially appeal to students of international business who have a particular interest in Latin America For additional instructor resources visit www.latinamericabusinessknowledge.com

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