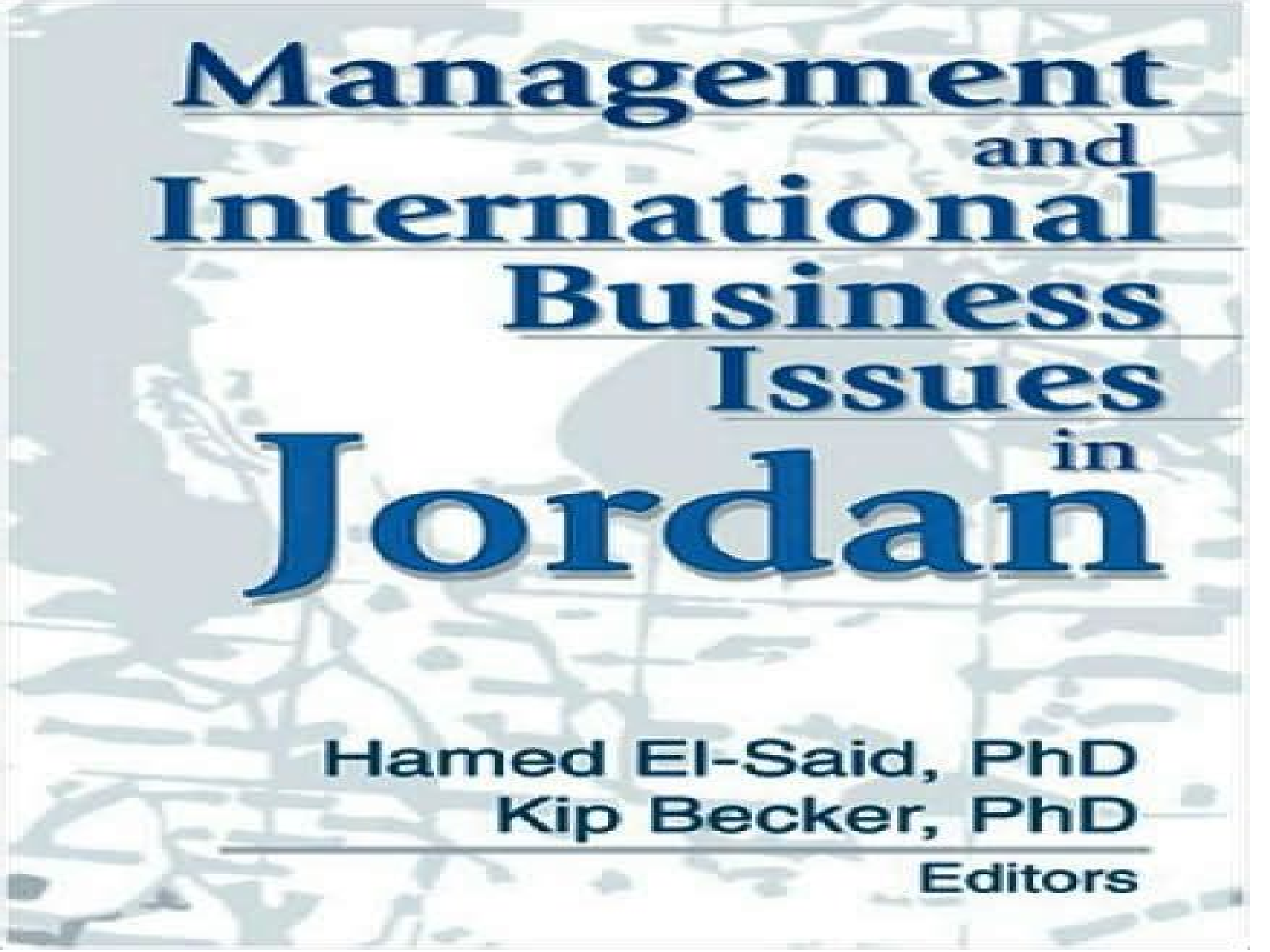




Management and International Business Issues in Jordan

**Hamed El-Said, PhD
Kip Becker, PhD**

Editors

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Kip Becker, Hamed El-Said



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Managing Human Resources in the Middle-East Pawan S. Budhwar, Kamel Mellahi, 2006-08-21 This book presents the HRM scenario in a number of countries in the Middle East highlighting the growth of the personnel HR function the dominant HRM systems in the area and the challenges faced *The Palgrave Handbook of the Hashemite Kingdom of Jordan* P. R. Kumaraswamy, 2019-11-30 This Handbook presents a broad yet nuanced portrait of the Hashemite Kingdom of Jordan its socio political rifts economic challenges foreign policy priorities and historical complexities The Hashemite Kingdom of Jordan has traditionally been an oasis of peace and stability in the ever turbulent Middle East The political ambitions of regional powers often expressed in the form of territorial aggrandisement have followed the Hashemites like an inseparable shadow The scarcity of natural resources especially water has been compounded by the periodic influx of refugees from its neighbours As a result many Arab and non Arab alike have questioned the longevity and survival of Jordan These uncertainties were compounded when the founding ruler King Abdullah I became involved in the nascent Palestinian problem at the end of World War II The annexation of the eastern part of Mandate Palestine or the West Bank in the wake of the 1948 War transformed the Jordanian demography and sowed the seeds of an uneasy relationship with the Palestinian component of its population citizens residents and refugees Though better natural resources and stronger leaders have not ensured political stability in many Arab and non Arab countries Jordan has been an exception Indeed since its formation as an Emirate by the British in 1921 the Kingdom has seen only four rulers a testimony to the sagacity and political foresight of the Hashemites The Hashemites have managed to sustain the semi rentier model primarily through international aid and assistance which in turn inhibits Jordan from pursuing rapid political and economic reforms Though a liberal multi religious and multicultural society Jordan has been hampered by social cleavages especially between the tribal population and the forces of modernization The Political Economy of Wasta: Use and Abuse of Social Capital Networking Mohamed A. Ramady, 2015-11-23 The term wasta stems from the Arabic root for middle or medium and describes the phenomenon of using connections to find job government services or other favors to circumvent bureaucracy or bypass the system as a whole The effects of wasta may be both positive or negative and is not a phenomenon that is particular to the Arab or Muslim world but also to many other cultures and regions of the world with similar concepts popularly known as ubuntu guanxi harambee naoberschap or old boy network used in African Chinese and European societies By its very nature wasta is an area of grey or even black information and like corruption to which it is most often associated is hard to assess although country corruption perception indexes attempt to provide a quantifiable basis In the final analysis such ratings are based on perceptions of corruption and this perception may vary strongly depending on different societal structures and cultural

modes whether these are extended family systems tribal clans or more atomized societies where relationships are essentially transactional and rule based In a western perspective where *wasta* may be considered as a form of corruption in other societies it may be perceived as something natural and not criminal and using one's *wasta* in tribal societies to help clan members is seen as a duty The difference stems from the innocent use of *wasta* to make introductions as opposed to its abuse in placing unqualified persons in positions The volume brings together academics and professional experts to examine a range of multi faceted social economic and political issues raised by the use and abuse of social networking covering various topics like *wasta* interpersonal connections in family and business ties The relationship between inequality adjusted human development and corruption perception indexes in the Gulf region *wasta* and business networking assessing the economic cost of *wasta* *wasta* and its impact on quality oriented education reform and the perceptions of young people The use of *wasta* to overcome socio cultural barriers for women and men The volume also offers insights into social relations and ethics and how the use of *wasta* contradicts with common held religious principles along with some country studies on Islamic principles and the use of *wasta* Mohamed Ramady is a Visiting Associate Professor King Fahd University of Petroleum and Minerals Saudi Arabia

Doing Business in the Middle East Pawan Budhwar, Vijay Pereira, 2023-05-04 The Middle East has for a long time been at the centre of global trade as well as political interest Demographic and social change shifts in global economic power rapid urbanisation climate change and resource scarcity and significant technological development make this region both complex and hugely important *Doing Business in the Middle East* highlights both the opportunities and constraints confronting foreign investors in the region and proposes strategies on how best to overcome them The book explores the existing and emerging political and legal frameworks sociocultural patterns national infrastructures regulatory environment conflict resolution and how to negotiate in the Middle East It also provides useful insights into how to approach advertising and marketing promotion and distribution and also at the strategies for investing in the region and appropriate modes of entry With a number of features such as case studies examples of effective and ineffective practices clear takeaways and a note on a future agenda on each given topic this book is highly practical Based on robust research this comprehensive guide to doing business in the Middle East is an ideal reference tool for potential foreign investors those who are already doing business or intend to do so in the region and for a range of business and policy decision makers The book is also suitable for students and researchers in the fields of international management and business international and strategic HRM cross cultural management and business communication

Informal Networks in International Business Sven Horak, 2022-08-05 *Informal Networks in International Business* sheds light into the complex nature of informal networks and the respective context in which they operate as well as exploring the challenges and opportunities they produce for a modern international business

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liberalization exploring the political motivations of funding and geo politics in recipients The effectiveness of funding is questioned with evidence from four MENA countries

Beyond Great Powers and Hegemons Kristen P. Williams, Steven E. Lobell, Neal G. Jesse, 2012-03-28 This book adds a new dimension to the discussion of the relationship between the great powers and the weaker states that align with them or not Previous studies have focused on the role of the larger or super power and how it manages its relationships with other states or on how great or major powers challenge or balance the hegemonic state Beyond Great Powers and Hegemons seeks to explain why weaker states follow more powerful global or regional states or tacitly or openly resist their goals and how they navigate their relationships with the hegemon The authors explore the interests motivations objectives and strategies of these followers including whether they can and do challenge the policies and strategies or the core position of the hegemon Through the analysis of both historical and contemporary cases that feature global and regional hegemons in Europe Latin America the Middle East Africa Asia and South Asia and that address a range of interest areas from political to economic and military the book reveals the domestic and international factors that account for the motivations and actions of weaker states

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