International Labour Organization

Multinationals' training practices and development

Multinationals Training Practices Development

D. Castellani, Davide Castellani, Antonello Zanfei

Multinationals Training Practices Development:

Multinationals' Training Practices and Development International Labour Office,1981 Multinationals' Training Practices and Development ,1981 Multinational Business and Labour (RLE International Business) Peter Enderwick,2013-01-17 Aimed at senior undergraduate and post graduate students following courses in International Business and Industrial Relations this book examines the labour market effects of multinational business In reflecting the complexity and dynamism of developments in this area the book makes clear the need to underpin analysis of the labour market effects of multinational business with conceptual understanding of the theory of multinational enterprise

Multinational Banks and Their Social and Labour Practices International Labour Office, 1991 This book looks at the increased world wide competition in multinational banking which is largely attributable to technological improvements deregulation the emergence of off shore banking and new financial services. The increased competition has affected both employers and employees Handbook of International Human Resource Development Thomas Garavan, Alma McCarthy, Ronan Carbery, 2017-10-27 This Handbook draws on a global team of distinguished Human Resource Development and IHRD scholars to provide research and practice insights on a range of contemporary IHRD issues and challenges The Handbook reviews a number of critical contextual dimensions that shape the IHRD goals that organisations pursue impact the IHRD systems policies and practices that are implemented and influence the types of IHRD research questions that are investigated The Handbook examines the processes or actions taken by organisations to globalise IHRD practices and discusses important people development practices that come within the scope of IHRD International HRM and Development in Emerging Market Multinationals Paresha Sinha, Parth Patel, Verma Prikshat, 2021-12-21 Emerging multinational enterprises or EMNEs have made a huge impact on the international business stage by internationalising at a rapid rate And they have performed remarkably well in both developing and developed countries Accordingly there is a growing strand of literature on how EMNEs manage their international human resource IHRM practices in different international contexts However the majority of the literature on IHRM practices of EMNEs is limited to explaining what international management practices EMNEs implement in their foreign subsidiaries and how they implement them Too often EMNEs struggle to transfer their weak management practices across national borders as they have limited experience resources and capabilities when compared to MNEs from developed countries Developing a better understanding on the manner in which EMNEs adopt their international human resource management and development practices abroad is therefore paramount to fully understand their globalisation related behaviours This dedicated book will aim to provide a holistic picture and contemporary insights on IHRM in emerging multinational enterprises It will be of interest to researchers academics and students in the fields of business and management especially those with a particular interest in human resource management firm internationalisation and emerging markets Multinational Firms, Innovation and

Productivity D. Castellani, Davide Castellani, Antonello Zanfei, 2006 The book assumes an original place in the literature Castellani and Zanfei show that the economic impact of MNEs on innovation and productivity depends on evolutionary features of firms and industries particularly on the heterogeneity of firm strategies and behaviours this volume contains high quality well written research Simona Iammarino Research Policy this book offers the reader a well written and very comprehensive analysis on the link between innovation and internalization which leads to insights into firm heterogeneity The authors have succeeded in synthesizing the vast body of theoretical and empirical research and given an up to date overview of the various issues involved This is then complemented with their own research findings The book will undoubtedly enrich the debate on the behavior and impact of MNEs Yama Temouri Journal of International Business Studies Davide Castellani and Antonello Zanfei two well known Italian economists have brought forth an excellent new book I think this book will serve as a starting point for many interesting studies both because of its findings and because of its empirical and theoretical rigour the book lays an excellent and empirically well founded foundation that opens the way for what we need most in research on the international innovatory activities and R D configurations of MNCs intrafirm data and the study of intrafirm processes configurations and specific interactions with the host country environment The book to me is an important step in moving innovation research forward in this direction I am sure that this book will serve as a thought provoking starting point for many future studies on firms international innovatory activities and therefore recommend it without any reservation Marcus M Keupp Creativity and Innovation Management Castellani and Zanfei have developed an original and comprehensive analysis of the role of multinational firms in the transfer creation and diffusion of technology By developing their view of the multinationals as double network institutions the authors provide new insights on a variety of key issues at the frontier of economics of international production and innovation This book is thought provoking incisive and topical and should be required reading for both economists and policymakers alike Rajneesh Narula University of Reading UK Castellani and Zanfei present an in depth theoretical and empirical analysis of the key issues underpinning the relationship between innovation and multinationality This book is strongly recommended reading for any researcher working on innovation or multinationality or the interface between the two Grazia Ietto Gillies London South Bank University UK This book gets to the root of how and why multinational firms differ in the cross border creation transfer and diffusion of technology and provides fresh evidence on the effects that these differences have on productivity and innovation in the economic systems in which they are active Davide Castellani and Antonello Zanfei consider multinationals as heterogeneous institutions that combine internal networks of subsidiaries with external networks of collaborative linkages to bridge different economic and innovation systems They examine heterogeneity in productivity and innovative behaviour between multinational and national firms as well as across and within multinationals The authors argue that not every foreign firm is a good source of externality and not every domestic firm is equally well placed to benefit from multinationals It is shown that

spillovers from multinationals differ according to the technological profiles embeddedness and linkage creation of both foreign and domestic firms active in local markets The book supports this view with empirical evidence based on illustrative case studies and on econometric analysis using extensive firm level datasets on multinati **Global Business and** Management Research: An International Journal Vol.1, No.1 Mehran Nejati, Mostafa Nejati, 2009-04-14 The Journal of Global Business and Management Research GBMR strives to comply with highest research standards and scientific research practice journals qualities Being international and inter disciplinary in scope GBMR seeks to provide a platform for debate among diverse academic and practitioner communities who address a broad area of business and management issues across Strategic Knowledge Management in Multinational Organizations O'Sullivan, Kevin, 2007-08-31 This the globe book presents a comprehensive set of investigations of a wide range of environmental factors both internal and external that contribute to the key challenge of complexity in KM These factors include culture technology communications infrastructure and learning and leadership structures Provided by publisher **Introduction to International Human Resource** Management Eileen Crawley, Stephen Swailes, David Walsh, 2013-03-07 This text provides students with an introduction to international human resource management The authors assume no background knowledge of HRM and blend academic theories with numerous practical examples Case studies from a wide range of geographical regions and cultures are International Business K. Praveen Parboteeah, John B. Cullen, 2017-07-06 This book employed East as well as West provides students with a balanced perspective on business in a global environment exploring implications for multinational companies in developed and emerging markets This is the first text of its kind to emphasize strategic decision making as the cornerstone of its approach while focusing on emerging markets Traditional topics like foreign exchange markets and global competition are contrasted with emerging operations like Chinese market intervention and Islamic finance to provide students with an understanding of successful business strategy Readers learn to develop and implement these strategies across cultures and across economic legal and religious institutions in order to cope with competitive players in the global landscape Application based chapters open with reading goals and conclude with case studies and discussion questions to encourage a practical understanding of strategy With in depth analyses and recommended strategies this edition provides students of international business with the skills they need for success on the global stage A companion website features an instructor's manual test bank PowerPoint slides and useful links for instructors as well as practice guizzes flashcards and Multinational Strategic Management Erdener Kaynak, Robert Mockler, Dorothy G web resources for students Dologite, 2014-02-25 Build the skills needed to compete in the highly competitive global business environment This incisive book is a comprehensive introduction to contemporary multinational strategic leadership and management A vital guide to business policy Multinational Strategic Management An Integrative Entrepreneurial Context Specific Process combines basic strategic management with a distinctive international business perspective. 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Hundley, 2008-06-30 The competitive forces generated by globalization act to promote the cross national diffusion of human resource management best practices This book contains papers from authors in Europe Asia Africa and US who explore diffusion in a variety of national contexts The European Union and Asean NA NA,2016-04-30 In mid 1997 a major crisis embraced the economies of Southeast Asia Its effects were severe particularly on the countries of the Association of Southeast Asian Nations many of whose currencies suffered market devaluations This volume addresses the causes of the crisis and its ramifications for both trade and investment between the European Union and ASEAN at the turn of the century Production Practices and Strategies of Foreign Multinationals in the United States: Analysis Duane Kujawa, 1984 Production Practices and Strategies of Foreign Multinationals in the United States: Company case studies Duane Kujawa,1984 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 Greening People Walter Wehrmeyer, 2017-09-20 This major collection examines both the human resource dimensions of environmental management and how environmental management impacts on human

resource departments Contributions from international experts in both academia and business look at current theory and best practice in environmental TQM education training and communications Greening People argues that if a company is to adopt an environmentally aware approach to its activities the employees are the key to success or failure Realistically it is only through the energy performance and personal commitment of each employee within an organization that business will move towards sustainable industrial development This book provides an important angle on the new complexities faced by environmental managers and human resource professionals and offers practical solutions drawn from some of the leading lights in the corporate environmental revolution Greening People is divided into four parts Part 1 demonstrates the relationship between human resource management and environmental management Part 2 provides insight into the psychological make up of contemporary staff that may foster or hinder company wide implementation of environmental measures and Part 3 addresses the shortcomings of current management training programmes and suggests new approaches for effective implementation of environmental human resource management Finally a selection of excellent case studies demonstrates how the concepts are being implemented in companies and local authorities **Global Human Resource Development** Thomas N. Garavan, Alma M. McCarthy, Michael J. Morley, 2016-02-05 Drawing on contributions from leading academics in the field this volume within the Routledge Series in Human Resource Development specifically focuses on Global Human Resource Development HRD Specifically the volume provides an overview of 17 regions 85 countries and includes one emerging market grouping CIVETS This book examines the role of the state in HRD the relationship between HRD and the level of economic development in the country or region the influence of foreign direct investment within the country or region and firm level HRD practices within countries or regions Global Human Resource Development analyzes HRD from institutional and cross cultural perspectives making it possible for the first time to analyze trends across countries and regions and to draw conclusions about the value of institutional and cross cultural perspectives in the HRD context There is currently no book on the market that conceptualizes the discipline of global HRD in this way making this a definitive book on HRD across the globe of particular interest to researchers and reflective practitioners **Resources in Education** ,2001-10

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