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EERO VAARA
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MERGING ACROSS BORDERS

PEOPLE, CULTURES
AND POLITICS

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Merging Acrob Borders People Cultures And Politics

**Michael G. Pratt, Majken Schultz, Blake
E. Ashforth, Davide Ravasi**



Merging Across Borders People Cultures And Politics:

Merging Across Borders Anne-Marie Søderberg, 2003 Merging across Borders offers insight into social cultural communicative and political dynamics in complex organizational change processes following mergers and acquisitions dynamics which have often been neglected in previous research The book is written by a Nordic research team and it is based on their extensive field study of a series of cross border mergers and acquisitions leading to the creation of Nordea the largest Nordic financial services group today *Handbook of Research on Mergers and Acquisitions* Yaakov Weber, 2012 For the last four decades researchers in various disciplines have been trying to explain the enduring paradox of the growing activity and volume of mergers and acquisitions M A versus the high failure rate of M A This book explores how underlying concepts and methodologies contribute towards understanding M A and its performance **The Oxford Handbook of Organizational Identity** Michael G. Pratt, Majken Schultz, Blake E. Ashforth, Davide Ravasi, 2016-09-01 The topic of organizational identity has been fast growing in management and organization studies in the last 20 years Identity studies focus on how organizations define themselves and what they stand for in relation to both internal and external stakeholders Organizational identity OI scholars study both how such self definitions emerge and develop as well as their implications for OI leadership and change among others We believe there are at least four inter related reasons for the growing importance of OI OI addresses essential questions of social existence by asking Who are we and who are we becoming as a collective It is a relational construct connecting concepts and ideas that are often viewed as oppositional such as us and them or similar and different OI is also a nexus concept serving to gather multiple central constructs also represented in this Handbook Finally OI is inherently useful as knowing who you are is the foundation for being able to state what you stand for and what you are promising to others no matter their relation with the organization The Handbook provides a road map to the OI field organized in over 25 chapters across seven sections Each chapter not only offers a broad overview of its particular topic each also advances new knowledge and discusses the future of research in its area of focus *International Human Resource Management* Anne Wil Harzing, Ashly Pinnington, 2014-11-25 I enthusiastically endorse the fourth edition of IHRM The editors are to be congratulated for recruiting the top rated authors in this field to contribute to this volume The chapters are up to date insightful and sometimes even provocative Students including post grads and advanced undergraduates as well as savvy practitioners will benefit from reading this volume Neal M Ashkanasy Professor of Management The University of Queensland Anne Wil Harzing and Ashly Pinnington's bestselling textbook has guided thousands of students through their International Human Resource Management studies The fourth edition retains the critical edge academic rigour and breadth of coverage which have established this book as the most authoritative text on the market The new edition by our international team of experts provides an even more stimulating journey through the core curriculum contemporary debates and emerging issues in IHRM New for the fourth edition Reduced number of chapters to allow for greater depth and an

improved structure ensuring fundamental topics underpin your knowledge Expanded coverage of Equality and Diversity Corporate Social Responsibility and Sustainability and Cross Cultural Management in line with developments in the field New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals This text comes with access to a companion website containing web links SAGE journal articles and more [Handbook of Research in International Human Resource Management](#) Günter K. Stahl, Ingmar Björkman, Shad Morris, 2012-01-01 Acclaim for the first edition Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers Dana B Minbaeva British Journal of Industrial Relations a rich array of contributors including some of the biggest names in the field Roger Bell Delta Intercultural Academy The second edition of this Handbook provides up to date insight into ground breaking research on international human resource issues today These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium sized country Written by the field's most distinguished researchers the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture talent management staffing performance management leadership development diversity management international assignment and mobility issues and the role of IHRM in the management of global teams and cross border joint ventures mergers and acquisitions The Handbook illustrates that IHRM research is both theoretically deep and eclectic Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars doctoral students and others interested in IHRM research **Elgar Encyclopedia of Cross-Cultural Management** Audra I. Mockaitis, Christina Butler, 2024-10-03 This Encyclopedia presents a wide range of concepts across key themes in the dynamic field of cross cultural management including cultural awareness identity and diversity Written by eminent scholars from across the globe entries include summaries commentary and new perspectives on both theory and research

Mergers and Acquisitions Olimpia Meglio, Svante Schriber, 2020-03-07 This book provides scholars and practitioners in mergers and acquisitions M As with a solid foundation for further research M As continue to shape the economic landscape across the globe While there is already a huge body of scholarly work on the subject findings appear contradictory and academics and practitioners often struggle to understand what factors make M As successful Due to the lack of an agreed upon definition research findings appear contradictory while in fact they are often simply not comparable To address this the book rethinks how we measure key umbrella constructs It specifically focuses on the conceptualization phase of the measurement process often taken for granted in the current research [The Routledge Companion to Cross-Cultural Management](#) Nigel Holden, Snezhina Michailova, Susanne Tietze, 2015-04-24 This Routledge Companion provides a timely and authoritative overview of cross cultural management as an academic domain and field of practice for academics and students

With contributions from over 60 authors from 20 countries the book is organised in to five thematic areas Review survey and critique Language and languages moving from the periphery to the core Cross cultural management research and education The new international business landscape Rethinking a multidisciplinary paradigm Edited by an international team of scholars and featuring contributions from a range of leading cross cultural management experts this prestigious volume represents the most comprehensive guide to the development and scope of cross cultural management as an academic discipline

Cross-cultural Competence Sławomir Magala, 2005 Cross cultural management is a crucial challenge for the development of international business yet it is often badly understood and poorly implemented This book provides a fresh look at this complex topic with theory tool kits and applications

Why Companies Do Not Pursue Attractive Mergers and Acquisitions Richard B. Connell, 2008 There are substantial bodies of literature that advance theory about why merger and acquisition candidates are found to be unattractive why negotiations are not concluded and why the benefits of companies that are acquired are not realised Little if any research identifies why merger and acquisition opportunities are not pursued in the period after candidates are analysed and found to be attractive but before negotiations begin This study addresses this period by developing a theoretical framework of the variables that intervene to reverse decisions to pursue apparently attractive candidates before negotiations begin and which in doing so result in missed opportunities The study is informed primarily by the strategic management content literature but draws from the strategy process literature including streams in strategic decision making SDM and behavioural decision theory BDT This is a critical book for business scholars that provides an important perspective that has not yet been studied

Intercultural Communication with China Fred Dervin, Regis Machart, 2017-05-15 A major objective of this book is to identify the key determinants of the East and the West in the field of intercultural communication It examines but also counter attacks essentialist and culturalist analyses of intercultural communication between China and the rest of the world Offering a cross country examination and comparison of drought awareness and experience this book shows two fields of research which are complementary but rarely found side by side i e the Arts and Intercultural Encounters serve as illustrations for theoretical and methodological discussions about intercultural communication between China and the West Scholarly and media discourses will find this work thought provoking instructive and informative

Global Ambitions and Local Identities Galit Ailon, 2007-06-01 Until recently international mergers of companies have been seen as purely financial ventures without any concern for what they meant for the people involved However attitudes are gradually changing This study of a successful Israeli high tech company s merger with an American competitor offers an important contribution to a better understanding of the social and personal ramifications of mergers Based upon in depth fieldwork the book explores the reality behind the statistics balance sheets and managerial prescriptions that are the focus of most studies of international mergers and acquisitions Offering a richly detailed description of everyday work life the author reveals the dramas of identity that unfold as a consequence of the

company's attempts to redefine the boundaries of the organizational collective by adding to it people from another country. The book debunks many myths used to support arguments both for and against globalization and offers instead an in-depth depiction and a grounded assessment of its everyday realities.

The Routledge Companion to Mergers and

Acquisitions Annette Risberg, David R. King, Olimpia Meglio, 2015-06-19 Mergers and acquisitions (MAs) are events that attract considerable interest from academics and practitioners and much research has been conducted into their impact on individuals, organizations and societies. Yet despite all the existing research and the varied theoretical and methodological approaches employed, there remains more to learn about MAs. The Routledge Companion to Mergers and Acquisitions takes a detailed look at this multifaceted subject using a novel framework of four domains: substantive issues, contextual issues, methodological issues and conceptual issues. Drawing on the expertise of its international team of contributors, the volume surveys the state of the field, including emerging and cutting-edge areas such as social network analysis and corporate branding. This Companion will be a rich resource for students, researchers and practitioners involved in the study of MAs and organizational and strategic studies more widely.

Creative Consulting Anthony F. Buono, 2006-08-01

International

Human Resource Management B. Sebastian Reiche, Anne-Wil Harzing, Helene Tenzer, 2018-10-27 Used by over 25,000 students across 130 countries, this bestselling text, written by leading international experts in each topic, retains its critical edge, academic rigour and breadth of coverage. In the new fifth edition, the new edition reflects the contemporary debates and emerging issues in the field of IHRM, supplementing classic theories and models with recent research and international developments. Divided into three parts, the first section looks at the ways of thinking about IHRM theory and practice; the second section deals with multinational companies and how they manage their workforce around the world; the final section looks at both traditional and newer approaches to IHRM policies and practices. A selection of up-to-date examples from across the globe are used to support the text, including Uber's regulatory challenges across Europe, the gig economy, employment rights after Brexit, health insurance for part-timers in the US and EU, attracting and retaining millennials, the world's happiest and unhappiest countries, and CSR in Hong Kong. The book is complemented by free online resources for lecturers and students, including PowerPoint slides, additional case studies, SAGE video clips with critical thinking questions, free SAGE journal articles for every chapter, annotated useful weblinks and suggested answers to self-assessment questions. Suitable reading for upper undergraduate and masters level students on IHRM modules.

Corporate Social Performance

Agata Stachowicz-Stanusch, 2015-08-01 Corporate Social Performance: Paradoxes, Pitfalls and Pathways to the Better World is authored by a range of international experts with a diversity of backgrounds and perspectives and provides a collection of ideas, examples and solutions on CSP implementation and problems that occur in this area of consideration. The last decade had abundant corporate national and international ethical and financial scandals and crises. After this epoch of moral catastrophes, stakeholders expect that corporations, which are considered as the most powerful institutions today and which

have enormous impact on our planet's ecosystems and social networks will take more active roles as citizens within society and in the fight against some of the most pressing problems in the world such as poverty environmental degradation defending human rights corruption and pandemic diseases Although Corporate Social Performance CSP has been a prominent concept in management literature and in the business world in recent years it remains a fact that many business leaders still only pay lip service to CSR or are merely reacting to peer pressure by introducing it into their organizations Bevan et al 2004 4 So do really companies do well by doing good or maybe companies engage in CSR in order to offset corporate social irresponsibility Kotchen and Moony 2012 p 4 I hope that we would agree that companies and CSR only by working together guarantee their own survival and we the society and the planet will be much obliged Thom 2009 p 3

Organizational Communication and Sustainable Development: ICTs for Mobility Hallin, Anette, Karrbom-Gustavsson, Tina, 2009-10-31 Covering advantages as well as disadvantages explores how mobility meets sustainability in contemporary organizational communication Human Resources Management: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2012-05-31 Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals But effective human resource management also contains an element of risk management for an organization which as a minimum ensures legislative compliance Human Resources Management Concepts Methodologies Tools and Applications compiles the most sought after case studies architectures frameworks methodologies and research related to human resources management Including over 100 chapters from professional this three volume collection presents an in depth analysis on the fundamental aspects tools and technologies methods and design applications managerial impact social behavioral perspectives critical issues and emerging trends in the field touching on effective and ineffective management practices when it comes to human resources This multi volume work is vital and highly accessible across the hybrid domain of business and management essential for any library collection **The Oxford Handbook of Identities in Organizations** Andrew D. Brown, 2020-01-09 Conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations In times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting Particular attention has been given to processes of identity construction often styled identity work Research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes This has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts individuals efforts to fabricate identities as intentional relational and consequential Seemingly intractable debates centred on the nature of identities their

relative stability or fluidity whether they are best regarded as coherent or fractured positive or not and how they are fabricated within relations of power combined with other conceptual issues continue to invigorate the field However these debates have also led to some scepticism regarding the future potential of identities research Yet as the chapters in this Handbook demonstrate there are considerable grounds for optimism that identity as root metaphor nexus concept and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and management studies

Military Cooperation in Multinational Peace Operations Joseph Soeters,Philippe Manigart,2009-12-04 This edited volume uses theoretical overviews and empirical case studies to explore both how soldiers cope with the new forms of cultural diversity occurring within various multinational military operations and how their organizations manage them Military organizations like other complex organizations are now operating in an ever more diverse environment with the missions themselves being ever more varied and mostly conducted in a multinational framework Members of the military have to deal with a host of international actors in the theatre of operations and do so in a foreign cultural environment often in countries devastated by war Such conditions demand a high level of intercultural competence It is therefore crucial for military organizations to understand how military personnel manage this cultural diversity This book will be of much interest to students of peace operations military studies international security as well as sociology and business studies

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