

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

Graham Hollinshead



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, 2007 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 and acquisitions labor standards ethics and codes of conduct global talent management selection and management of international assignees training and management development compensation and benefits health and safety and crisis

management international HRIS international Human Resource Management departments and professionals Uncovering precisely why International Human Resource Management is important for success in international business and how International Human Resource Management policies and practices function within the multinational enterprise this comprehensive textbook provides an outstanding foundation for understanding the theory and practice of International Human Resource Management This book is essential reading for all students lecturers and International Human Resource Management professionals 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 geopolitical 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

Handbook of Research on Comparative Human Resource Management

Chris Brewster, Wolfgang Mayrhofer, Elaine Farndale, 2018-04-27 This second updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars students and practitioners The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world *EBOOK: International and Comparative Human Resource*

Management Graham Hollinshead, 2009-11-16 International and Comparative Human Resource Management offers students a clear and contemporary introduction to issues in managing the human aspects of international organisations International Human Resource Management IHRM has grown in significance as a field of study over the past decade due to the internationalisation of business freedom of movement of labour and capital and international regulation of employment matters This new book takes a fresh and distinctive approach combining analysis of international HR policy and practice with detailed exposition of contexts and systems of HR in a selection of developed and developing countries The Routledge

Companion to Talent Management Ibraiz Tarique, 2021-08-18 The field of Talent Management has grown and advanced exponentially over the past several years as organizations large and small public and private global and domestic have realized that to gain and sustain a global competitive advantage they must manage their talents effectively Talent Management has become a major theoretical and empirical topic of intellectual curiosity from various disciplinary perspectives such as human resource management arts and entertainment management international management etc This Companion is an indispensable source that provides an authoritative in depth and comprehensive examination of emerging Talent Management topics Divided into five thematic sections that provide a unique overarching structure to organize forty one chapters written by leading and renowned international scholars this Companion assesses essential knowledge trends debates and avenues for future research in a single volume Evolution and Conceptualization of Talent Management The

External Context of Talent Management The Internal Context of Talent Management Individuals Workforce and Processes of Talent Management and Outcomes of Talent Management In this way the Companion is essential reading for anyone involved in the scholarly study of Talent Management including academic researchers advanced postgraduate and graduate students and management consultants For further debate on Talent Management readers might be interested in the supplementary volume Contemporary Talent Management A Research Companion sold separately *Managing Human Resources in Central and Eastern Europe* Michael J. Morley, Noreen Heraty, Snezhina Michailova, 2016-03-10 Until now no book has documented well the contemporary nature of HRM in Central and Eastern Europe Authored by leading names in the field this long awaited volume charts the landscape of HRM in this region **Managing Human Resources in Asia-Pacific** Arup Varma, Pawan S. Budhwar, 2013-06-26 Given the enormous economic and developmental changes being experienced by nations in the Asia Pacific region and the related movement of people between and across countries it is critical that we better understand the HRM policies and practices of these nations The latest instalment in the Global HRM series Managing Human Resources in Asia Pacific 2E presents the HRM situations in a number of South East Asian and Pacific Rim countries highlighting the growth of the personnel and HR function the dominant HRM systems in the area the influence of different factors on HRM and the challenges faced by HR functions in these nations This edition extends its coverage to Cambodia Fiji Indonesia and the Philippines a new chapter discusses HR research challenges in the region such as the transferability of western constructs problems with data collection and the emergence of MNEs from Asia Pacific *Managing Across Cultures* Mohamed Branine, 2011-03-17 Managing across Cultures introduces the concepts policies and practices of managing resources in different socioeconomic political and cultural contexts It is structured on a country by country basis to allow a closer and more rigorous examination of the factors that influence labour market trends organization and employment policies and practices in specific countries The book includes dedicated chapters on emerging economies in Asia Africa the Middle East and Latin America provides an understanding of the theoretical underpinnings and the practical implications of different national approaches to management in a clear and coherent style packed with case studies and examples from a wide range of geographical contexts contains learning features such as learning objectives tasks summaries suggestions for further reading and revision questions **Human Resource Management in Mexico - 2nd Edition** Pramila Rao, 2015-01-01 The main objective of this book is to provide students scholars and practitioners a detailed background on the human resource management HRM practices in Mexico This book provides ten distinguishing chapters that focuses on the core functions of HRM in Mexico The book took almost a year Oct 2013 to Aug 2014 to complete Scholarly and institutional databases were diligently searched for relevant articles for each chapter This book has 27 tables that provide important information on key current concepts There are two appendices providing valuable information on Mexican staffing practices This edition has a new chapter that has live interviews with four professionals who have relevant

experience in Mexico There is paucity in obtaining consolidated information on Mexican HRM practices This book addresses this dearth in the international management literature by providing individual chapters on the different HRM practices adopted in Mexico This book will be beneficial for practitioners also as each chapter provides an implication section for business leaders Effective Human Resources Management in Small and Medium Enterprises: Global Perspectives

Machado, Carolina, Melo, Pedro, 2013-11-30 This book addresses the issues of HRM in SMEs by providing a channel of communication to disseminate knowledge including management philosophies culture and management practices Provided by publisher **Managing Human Resources in the Middle-East** Pawan S. Budhwar, Kamel Mellahi, 2006-08-21

Managing Human Resources in the Middle East provides the reader with an understanding of the dynamics of HRM in this important region Systematic analysis highlights the main factors and variables dictating HRM policies and practices within each country Diverse and unique cultural institutional and business environment factors which play a significant role in determining HRM systems in the region are also elaborated upon The text moves from a general overview of HRM in the Middle East to an exploration of the current status role and strategic importance of the HR function in a wide range of country specific chapters before highlighting the emerging HRM models and future challenges for research policy and practice This text is invaluable reading for academics students and practitioners alike **The SAGE Handbook of Human**

Resource Management Adrian Wilkinson, Nicolas Bacon, Tom Redman, Scott Snell, 2012-07-10 The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives An indispensable resource for advanced students and researchers in the field the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations Internationally minded chapters combine a critical overview with discussion of key debates and research as well as comprehensively dealing with important emerging interests The interdisciplinary and wide ranging potential of the practising field is reflected through contributions from a diverse range of disciplines including psychology politics and sociology

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