



Senior Female International Managers

Why so few?

MARGARET LINEHAN

Senior Female International Managers Why So Few

Margaret Linehan



Senior Female International Managers Why So Few:

Senior Female International Managers Margaret Linehan, 2000 Presenting the first study of senior female international managers in Europe this book offers unique insights into the challenges and barriers which female managers have to overcome in their home and host organizations

Senior Female International Managers Margaret Linehan, 2019-07-12 This title was first published in 2000 Linehan management Cork Institute of Technology studies 50 European senior female managers in a variety of organizations who have made at least one career move across national borders She compares the careers of these women with a number of theoretical explanations for the relative dearth of women in these positions She finds that many of the problems facing domestic female managers also face international managers specifically assumptions that management skills and organizational commitment are societally associated with masculinity

Hispanic Women in Senior International Business Management: Why So Few?, 2007 Research Handbook on Women in International Management Kate Hutchings, Snezhina Michailova, 2014-03-28 The Research Handbook on Women in International Management is a carefully designed collection of contributions that provides a thorough and nuanced discussion of how women engage in international management It also offers important insights into emerg

International Human Resource Management Hugh Scullion, Margaret Linehan, 2017-07-12 International Human Resource Management provides a critical assessment of contemporary international HRM Written by leading international scholars this text explores the challenges confronting organizations as they seek to develop effective resourcing strategies in a global environment International Human Resource Management is an excellent companion text for upper level undergraduate postgraduates and MBA students studying international or comparative HRM

Handbook of Research in International Human Resource Management Günter K. Stahl, Ingmar Björkman, 2006 In providing an insightful overview of a wide range of global human resource issues facing MNCs this pathbreaking Handbook highlights emergent topics and new research findings that could shape the field of future IHRM research Theoretical discussion of the variables and processes that affect IHRM policies and practices is provided by renowned contributors with widely differing academic backgrounds paradigmatic orientations and theoretical and methodological approaches

The Role of Expatriates in MNCs Knowledge Mobilization Stefania Mariano, Mirghani Mohamed, Qadir Mohiuddin, Pervez N. Ghauri, 2011-10-07 Explores the role of expatriates in the mobilization nurturing and sharing of knowledge between their original country and the MNCs host countries This title includes topics that are related to the management of knowledge and the tools methods and practices that can be customized to facilitate the transfer of knowledge in MNC settings

International Human Resource Management Michael Dickmann, Paul Sparrow, 2008-04-18 Conducting business across national borders is nothing new the Knights Templar were banking internationally as long ago as 1135 But modern globalization processes raise different challenges and as the world becomes smaller and labour movements more common an international understanding of human resource management is

essential The second edition of International HRM provides a fully updated and revised analysis of this important area Its innovative multi disciplinary approach allows a holistic picture to emerge in which key issues are assessed from organizational individual and societal perspectives The collection is divided into three parts the contemporary internationalization context the management of international employees strategic issues facing international HR managers Supported by new research and including work from eminent writers in the field this book discusses issues as diverse as the relative absence of women in international work the ethical merits of localization and the context faced by organizations like the United Nations It is a valuable tool for all students researchers and practitioners working in international business and human resource management

The Relationship between Expatriation and Career Success Hanna Sophie Simmons,2017-03-27 Experts are progressively discovering the crucial role of globally mobile talent in today s competitive business environment and have called the task of securing and retaining these employees the greatest international human resource challenge to date While many employees willingly accept international work assignments believing in a positive impact on their careers high quality research on global mobility and career success is lacking leaving thousands of ambitious individuals at risk of making shortsighted career decisions Providing empirical research in this field to better inform employees employers human resource practitioners fellow researchers and academics lies at the core of this work

Global Staffing Hugh Scullion,David G Collings,2006-04-18 Staffing is one of the biggest issues facing companies moving into the global market today This book provides a multi disciplinary integrated and critical discussion based analysis of current and emerging issues in global staffing It critically examines best practice and leading approaches drawing on research from a range of disciplines including international strategy management HRM and organizational theory The key theme of localization is also examined along with the complex associated implementation issues in a number of different regions This text takes a truly international approach giving students of HRM and international business an in depth understanding of the processes of global staffing

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

Patriarchy and Gender Stereotypes in the Contemporary World Naznin Tabassum,Bhabani Nayak,2024-07-18 Patriarchy and Gender Stereotypes in the Contemporary World offers a thorough analysis of the stereotyping of women particularly in organisations

and higher education The book considers both theoretical and empirical evidence and articulates the potential for transforming perceptions of women at work and in society emphasising the importance of understanding the pictures created in our heads by gender stereotypes and their impact both positively and negatively on the status of women In addition the authors consider gender stereotypes from different countries and generations providing a uniquely detailed description of how patriarchy operates across cultures and time The book is a key textbook and research reference for students researchers policymakers academicians and activists working on gender studies

International Human Resource Management Mustafa F. Özbilgin, Dimitria Groutsis, William S. Harvey, 2014-03-07 International Human Resource Management offers a contemporary and multilayered introduction to international and comparative human resource management for university study It critically analyses the core issues and emerging trends in the field with a consistent emphasis on real world scenarios and concerns At the macro level the book examines how IHRM fits within and adapts to the ever changing environment of international relations and global development At the firm level it elucidates the strategic goals served by IHRM and the processes used to achieve them At the individual level the analysis extends beyond the traditional focus on expatriates to encompass the various IHRM actors and their motivations Each chapter features a case study tutorial activities and discussion questions The book concludes with three extended case studies each based on a specific region to help students consolidate their understanding

Women and Men in Management Gary N. Powell, Laura M. Graves, 2003

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Women in the Digital World Anya Schiffrin, Karolina Koc-Michalska, Michelle Ferrier, 2023-04-04 Women's existence in the digital world has been closely studied by scholars and attracted the attention of activists worldwide Women like men early on saw the Internet as a potentially powerful and liberating tool that would help them find groups or communities with similar aims and interests Today there is more awareness of the deleterious effects of unconstrained online speech such as online violence ridicule silencing and threats against women Women in the Digital World brings together the latest academic research on women online and includes chapters on political speech gendered online violence dealing with sexual assaults marginalization of women politicians and how women participate or don't via online environments The interdisciplinary research in this volume brings together communications studies gender studies sociology politics and computer science and is essential reading for those seeking to understand a growing field The book should be of interest also for activists and NGOs who seek to deepen their knowledge on the place of females online It was originally published as a special issue of the journal Information Communication Society

Examining Expatriation Astrid Susanne Lang, 2003-09-23

Inhaltsangabe Abstract Expatriation is of considerable significance to the success of many multinational corporations In this thesis the status quo of women in Austria is illustrated based upon economic educational labor and cultural indices Research in the area of international human resource management and particularly on female expatriate managers and its applicability on the situation in Austria is examined In an empirical survey interviews with female Austrian expatriate managers are

analyzed to identify the most crucial problem areas barriers and biases women have to overcome on foreign assignments Recommendations are provided for human resource executives and potential female expatriate managers Einleitung Auslandsentsendungen von Managern sind von entscheidender Bedeutung f r international t tige Unternehmen In dieser Diplomarbeit wird der Status Quo von Frauen in sterreich anhand von Daten ber Wirtschaft Ausbildung Arbeit und Kultur dargestellt Forschungsarbeiten im Bereich des internationalen Personalmanagements im Besonderen in Bezug auf Frauen als Auslandsentsandte und ihre Anwendbarkeit auf sterreich werden untersucht In einer empirischen Studie werden Interviews mit weiblichen sterreichischen Auslandsentsandten analysiert und die wichtigsten Problembereiche H rden und Vorurteile dargestellt mit denen die Managerinnen konfrontiert wurden Weiters werden Empfehlungen an Personalverantwortliche und zuk nftige weibliche Expatriates gegeben Inhaltsverzeichnis Table of Contents TABLE OF CONTENTS1 INDEX OF FIGURES3 INDEX OF TABLES4 1 INTRODUCTION5 1 1Situation5 1 2Goals5 1 3Questions6 1 4Procedure7 2 THE SITUATION IN AUSTRIA9 2 1Economic Situation9 2 1 1Gross Domestic Product9 2 1 2Company Structure11 2 1 3Imports and Exports13 2 1 4Foreign Direct Investment FDI 15 2 2Labor Educational and Social Status Quo of Women in Austria and theEU18 2 2 1Female Employment18 2 2 2Part Time Employment21 2 2 3Education22 2 2 4Women in Management25 2 2 5Gender Specific Pay Gaps28 2 2 6Summary and Outlook30 2 3The Austrian Culture32 2 3 1Culture and Business Culture32 2 3 2Cultural Implications for Women in Austrian Management38 3 FEMALE EXPATRIATE MANAGERS A LITERATURE SURVEY40 3 1Examining Expatriation40 3 1 1Staffing Approaches International Human Resource Management and Strategic Necessity of Expatriation40 3 1 2Motives for Expatriation42 3 1 3The Expatriation

Understanding Gender and Organizations Mats Alvesson,Yvonne Due Billing,2009-05-07 An unusually comprehensive and sophisticated analysis of how organizations and the men and women who work within them are affected by gendered processes and relations Alvesson and Billing s contribution is unique in its sensitivity to the wide range of processes affected by gender paired with its sensitivity to the pitfalls of inappropriately applying a gender lens This book is a must read for organizational researchers and gender scholars Debra Meyerson Stanford University Students and scholars alike will find this at once a useful overview and a thought provoking take on the complexity of gender in organizations and gendered organizations Robin J Ely Warren Alpert Professor of Business Administration Harvard Business School In the decade since the first edition of this critical and provocative text many aspects of gender have changed and many have stayed the same While the gendered study of organizations is a growing field in its own right in many real life organizations gaps in gendered job roles and pay are as entrenched as they were This Second Edition is a long awaited update to an essential text in this dynamic and expanding field of inquiry incorporating new international perspectives that incorporate recent theory and debate and a new chapter on gender and identity **Supporting Women's Career Advancement** ,2006 An e book that addresses some of the issues still facing women in the development and advancement of their managerial careers Inspite of

women's parity in higher education and initial success in achieving work experiences they still fall behind in numbers when it comes to senior executive jobs Three of the papers explore the barriers that still exist and another two look at how women do succeed in advancement The last paper looks at how women use role models Together these papers provide a balanced picture of the barriers still facing women managers and the enablers which are helping women

Gender, Race, and Ethnicity in the Workplace Margaret Foegen Karsten, 2016-03-28 Insights from professionals in the fields of organizational development and diversity provide practical tools to help employees and managers regardless of race or gender collaborate in reaching their workplace potential The contributions of more than 30 experts reframe the discussion on gender race and ethnicity in the U S workforce examining the complex identity concerns facing workers who fall within minority groups and recommending practical solutions for dealing with workplace inequities Through focused essays experts explore new perspectives to persistent challenges and discuss progress made in addressing unequal treatment based on race and gender in the past eight years This detailed reference explores every aspect of the issue including mentoring family leaves pay inequity multiracial and transgender identities community involvement and illegal harassment The first part of the book identifies employment discrimination based on multiracial identity appearance and transgender status The second section unveils the psychology behind harassment on the job the third section provides strategies for overcoming traditional obstacles for the disenfranchised The final section discusses updates on laws dealing with the Family and Medical Leave Act The book closes with success stories of women of color in U S leadership roles as well as others achieving success in their professions outside of the country Accompanying tables charts and graphs illustrate the field's most poignant research such as the relationship between organizational effectiveness and diversity and the characteristics of those taking family and medical leave

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 employed East as well as West

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