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Managing Human Resources in Cross-Border Alliances (Global HRM)

Susan E Jackson, Yadong Luo, Randall S Schuler

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Across the world, companies are forming some of the most complex and exciting collaborations in the business world: cross-border alliances (CBAs). Yet while this offers multinational companies a way into the global marketplace, there is no guarantee of success.

This book looks at the business and human resource issues arising in these complex collaborations, putting forward the case that the handling of these issues can determine the CBA's success. The book takes readers through the two main kinds of CBA - International Joint Ventures (IJV), and International Mergers and Acquisitions (IMA) - explaining how each type works and which human resource issues will arise. As well as analyzing these issues and explaining the relevant management, economics and sociological theories, this impressive text uses short end-of-chapter case studies and in depth end-of-text case studies to provide numerous practical examples.

The first major textbook that seriously studies human resource issues in a CBA context, this book offers both students of human resource / international business and practicing human resource professionals alike the frameworks for truly understanding the complexities of the area.

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