



Globalizing Human Resource Management (Global HRM)

Paul Sparrow, Chris Brewster, Hilary Harris

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Establishing the agenda for global HR, this book looks through the eyes of HR professionals themselves. It gives a broad, coherent overview of the field of IHRM and a detailed, practical analysis of what is needed to be successful in this crucial area of modern management. A number of key questions are addressed:

- Does IHRM drive the business agenda more than domestic HRM?
- What is the impact of IHRM on organizational effectiveness?
- What are the keys to success in IHRM?

Drawing upon current research conducted as part of the Chartered Institute of Personnel and Development's *Globalization Research Project* the text includes data from surveys of HR professionals and company practice as well as longitudinal case studies.

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