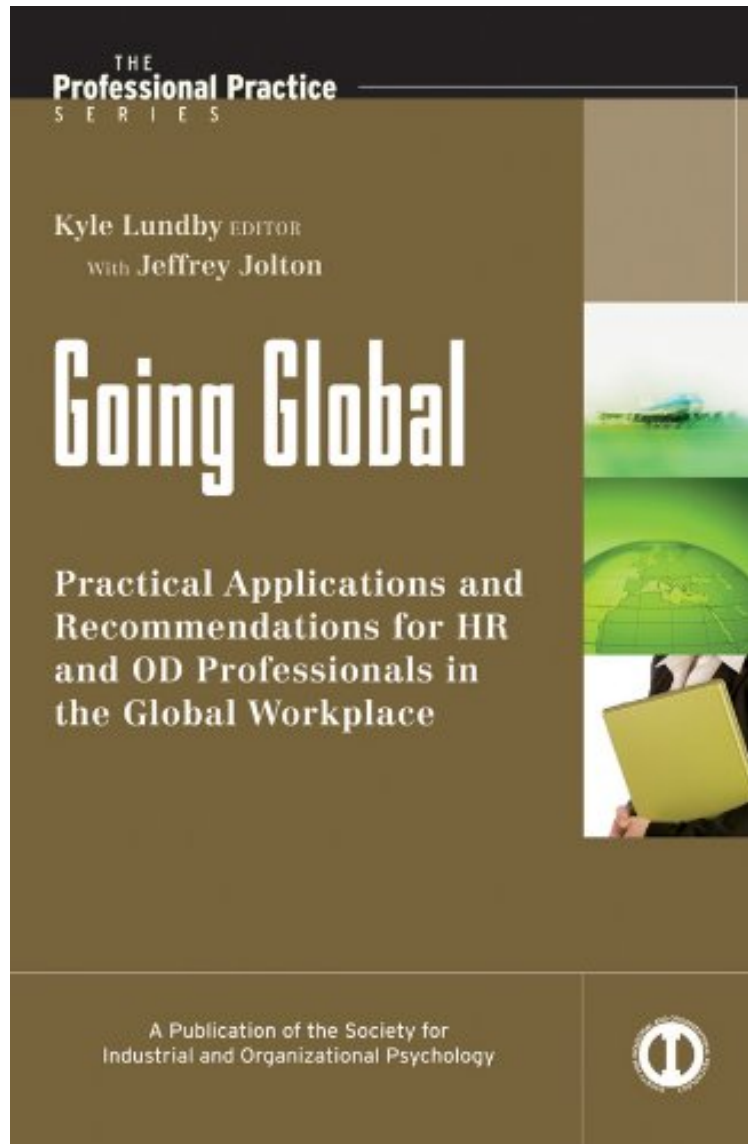


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Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace (J-B SIOP Professional Practice Series)

From Pfeiffer

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By Steve MooreThis is by far the most insightful and relevant work yet on effectively managing human capital in the global workplace. Let's face it; there's no such thing as a regional business model anymore. It is truly a global economy and our practices must change with it. From firsthand perspective, Dr. Lundby sheds light on everything from attracting top-flight talent to adjusting to the ex-pat lifestyle. A pleasant surprise and a must read.

This book uses the employee lifecycle as an underlying organizing framework and examines critical phases in I/O practice and the employee lifecycle (e.g., selection/placement, performance management/development, ongoing organizational performance). It also shows how they are manifested in a global and culture-spanning space. The book showcases various sets of I/O practices that are firmly grounded in good science. Throughout the book, practical advice is offered by those who have engaged clients globally in each of these phases. This resource is written for global I/O faculty and practitioners, students, and HR professionals.

From the AuthorGone are the day of preparing for a single-country career and the days of being a one-country company, as employees and organizations now live in the wake of globalization and are not bound by geographical borders.
From the Inside FlapGoing Global Today's global organizations operate at an extraordinary level of complexity. They not only contend with diverse languages, cultures, and political/legal situations, they must also deal with differences based on national boundaries, organizational size, product and services mix, functional specialization, and customer sets. Going Global offers human resource professionals and I/O psychologists a comprehensive resource for meeting the challenges of the global work environment. Edited by Kyle Lundby, along with Jeff Jolton and a team of leading-edge practitioners, this comprehensive volume uses the employee lifecycle as an underlying framework and is organized into three sections: Practical considerations for HR and OD practitioners in a global environment; Attracting and selecting global talent; and Maximizing performance in the global workplace. Within each section, authors explore key cornerstones of I/O practice (e.g., selection, leadership development) applied to the global workplace. Going Global outlines the best practices in the field and is filled with down-to-earth advice from those who have worked in the field. The book not only provides insightful analysis of such broad topics as what it means to be global and HR's strategic role in global organizations, it examines the undercurrent of culture and its pervasive influence on organizations and the people that comprise them. Going Global also contains valuable information on global employee attraction, selection, and retention strategies, as well as current thinking about intercultural competence training, work-family balance, and the expatriate experience. Going Global doesn't offer a one-size-fits-all approach but rather includes many strategies and solutions that can apply to a wide variety of situations and organizations. Going Global offers firms a roadmap for creating a winning program for international success.
From the Back CoverPraise for "Going Global""The very concept of globalization is evolving, and this book provides a useful toolkit to those who want to capitalize on the opportunities that the global workplace offers."--Wayne F. Cascio, Ph.D., editor, "Journal of World Business," Robert H. Reynolds Chair in Global Leadership, University of Colorado, Denver"A very timely and useful look at the global workplace and how talent should be managed in it."--Edward E. Lawler III, Distinguished Professor, University of Southern California"The time has long past when we, in organizational psychology, can confine our research and practice to North American settings. This book is timely and will provide an important resource for those who are interested in the global application of our tools and principles."--Gary P. Latham, Secretary of State, Professor of Organizational Behaviour, Rotman School of Management, University of Toronto"A book that fills a gap: This is one of the rare books that provides HR professionals with insights that are not only up to date from a technical perspective but truly practical and relevant in a global workplace."--Michael Liley, partner and global HR director, Ernst Young
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