
Contents

<i>List of contributors</i>	viii
-----------------------------	------

1 Comparative human resource management: an introduction <i>Chris Brewster and Wolfgang Mayrhofer</i>	1
--	---

PART I THEORETICAL AND CONCEPTUAL ISSUES

2 Institutional approaches to comparative HRM <i>Geoffrey Wood, Alexandros Psychogios, Leslie T. Szamosi and David G. Collings</i>	27
3 Cultural perspectives on comparative HRM <i>B. Sebastian Reiche, Yih-teen Lee and Javier Quintanilla</i>	51
4 Critical approaches to comparative HRM <i>Tuomo Peltonen and Eero Vaara</i>	69
5 Empirical research issues in comparative HRM <i>Ingo Weller and Barry Gerhart</i>	90

PART II HRM TASKS AND THEMES

6 Recruitment and selection in context <i>Irene Nikandrou and Leda Panayotopoulou</i>	121
7 HRM activities: pay and rewards <i>Marion Festing, Allen D. Engle Sr., Peter J. Dowling and Ihar Sahakiants</i>	139
8 Human resource development: national embeddedness <i>Olga Tregaskis and Noreen Heraty</i>	164
9 Comparing national approaches to management development <i>Christopher Mabey and Matias Ramirez</i>	185
10 Comparative employment relations: definitional, disciplinary and development issues <i>Werner Nienhüser and Chris Warhurst</i>	211

vi	<i>Handbook of research on comparative human resource management</i>	
11	Organising HRM: the HRM department and line management roles in a comparative perspective <i>Julia Brandl, Ina Ehnert and Anna Bos-Nehles</i>	239
12	Comparative analysis of employment contracts <i>Paul Sparrow</i>	268
13	Careers: a country-comparative view <i>Mila Lazarova, Françoise Dany and Wolfgang Mayrhofer</i>	298
14	Flexible work practices <i>Maria C. Gonzalez and Phil Almond</i>	322
15	Financial participation <i>Andrew Pendleton and Erik Poutsma</i>	345
16	Performance management <i>Paul Boselie, Elaine Farndale and Jaap Paauwe</i>	369
17	International perspectives on diversity and equal treatment policies and practices <i>Alain Klarsfeld, Gwendolyn M. Combs, Lourdes Susaeta and María Belizón</i>	393
18	A cross-national perspective on the intersection between information technology and HRM <i>Huub J. M. Ruël and Tanya Bondarouk</i>	416

PART III REGIONAL PERSPECTIVES

19	HRM practice and scholarship: a North American perspective <i>Susan E. Jackson, Randall S. Schuler, David Lepak and Ibraiz Tarique</i>	451
20	Latin American HRM models <i>Anabella Davila and Marta M. Elvira</i>	478
21	The practice of HRM in Africa in comparative perspective <i>Christine Bischoff and Geoffrey Wood</i>	494
22	Human resource management in the Middle East <i>Pawan Budhwar and Kamel Mellahi</i>	512
23	European human resource management: a contextualised stakeholder perspective <i>Wolfgang Mayrhofer, Paul Sparrow and Chris Brewster</i>	528

24	The transition states of Central and Eastern Europe and the Former Soviet Union	550
	<i>Michael J. Morley, Dana Minbaeva and Snejina Michailova</i>	
25	Human resource management in the Indian subcontinent	576
	<i>Pawan Budhwar and Arup Varma</i>	
26	HRM and Asian socialist economies in transition: China, Vietnam and North Korea	598
	<i>Ngan Collins, Ying Zhu and Malcolm Warner</i>	
27	Japan, Korea and Taiwan: issues and trends in human resource management	620
	<i>Philippe Debroux, Wes Harry, Shigeaki Hayashi, Huang Heh Jason, Keith Jackson and Toru Kiyomiya</i>	
28	Models of human resource management in Australia and New Zealand	644
	<i>Peter Boxall and Steve Frenkel</i>	
	<i>Index</i>	663