

Global Staffing



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Staffing is one of the biggest issues facing companies moving into the global market today. This multi-disciplinary, integrated and critical discussion-based analysis of current and emerging issues in global staffing, critically examines best practice and leading approaches to this subject. Drawing on research from a range of disciplines including international strategy, management, HRM and organizational theory, this text critically examines various models and empirical studies on international staffing and reviews the research examining key influencing factors in the choice between parent country nationals, host nationals and third country nationals. It also considers the growth of inpatriation and the impact of emerging markets on global staffing practices. The key theme of localization is examined along with the complex associated implementation issues in a number of different regions, drawing on leading edge empirical research. Unlike other texts in the area, this text takes a truly international approach, giving students of HRM and international business an in-depth understanding of the processes of global staffing.

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