

Contents

Foreword	<i>Arndt Sorge</i>	vii
Introduction		ix
Acknowledgements		xii
Notes on the contributors		xiii
PART 1 INTERNATIONALIZATION: CONTEXT, STRATEGY, STRUCTURE AND PROCESS		
1	Internationalization and the international division of labour <i>Anne-Wil Harzing</i>	1
2	Strategic planning in multinational corporations <i>Anne-Wil Harzing</i>	25
3	Organizational structure of multinational corporations: theories and models <i>Jaap Paauwe and Philip Dewe</i>	51
4	Human resource management in multinational corporations: theories and models <i>Jaap Paauwe and Philip Dewe</i>	75
PART 2 PERSONNEL AND ORGANIZATION FROM A COMPARATIVE PERSPECTIVE		
5	Cross-national differences in personnel and organization <i>Arndt Sorge</i>	99
6	The 'culture' factor in personnel and organization policies <i>René Olie</i>	124
7	Compensation and appraisal in an international perspective <i>Ed Logger, Rob Vinke and Frits Kluytmans</i>	144
8	Human resource development and staff flow policy in Europe <i>Marcel van der Klink and Martin Mulder</i>	156
PART 3 MANAGING AN INTERNATIONAL STAFF		
9	Composing an international staff <i>Malcolm Borg and Anne-Wil Harzing</i>	179
10	Training and development of international staff <i>Kerstin Baumgarten</i>	205
11	Women's role in (international) management <i>Hilary Harris</i>	229

vi	Contents	
12	Compensation and appraisal of international staff <i>Ed Logger and Rob Vinke</i>	252
PART 4 INTERNATIONAL BUSINESS, INDUSTRIAL RELATIONS AND INDUSTRIAL DEMOCRACY		
13	International human resource management and industrial relations: a framework for analysis <i>Willem de Nijs</i>	271
14	National variations in worker participation <i>Hans Slomp</i>	291
15	Multinational corporations and industrial relations: policy and practice <i>Ulke Veersma</i>	318
16	European social policy and European industrial relations <i>Ad Nagelkerke</i>	337
	References	363
	Index	378