## Contents

Lis	t of contributors	viii
1	Comparative human resource management: an introduction Chris Brewster and Wolfgang Mayrhofer	1
PA	RT I THEORETICAL AND CONCEPTUAL ISSUES	
2	Institutional approaches to comparative HRM Geoffrey Wood, Alexandros Psychogios, Leslie T. Szamosi and David G. Collings	27
3	Cultural perspectives on comparative HRM B. Sebastian Reiche, Yih-teen Lee and Javier Quintanilla	51
4	Critical approaches to comparative HRM Tuomo Peltonen and Eero Vaara	69
5	Empirical research issues in comparative HRM Ingo Weller and Barry Gerhart	90
PA	RT II HRM TASKS AND THEMES	
6	Recruitment and selection in context Irene Nikandrou and Leda Panayotopoulou	121
7	HRM activities: pay and rewards Marion Festing, Allen D. Engle Sr., Peter J. Dowling and Ihar Sahakiants	139
8	Human resource development: national embeddedness Olga Tregaskis and Noreen Heraty	164
9	Comparing national approaches to management development Christopher Mabey and Matias Ramirez	185
10	Comparative employment relations: definitional, disciplinary and development issues Werner Nienhüser and Chris Warhurst	211

11	Organising HRM: the HRM department and line management roles in a comparative perspective Julia Brandl, Ina Ehnert and Anna Bos-Nehles	239
12	Comparative analysis of employment contracts <i>Paul Sparrow</i>	268
13	Careers: a country-comparative view Mila Lazarova, Françoise Dany and Wolfgang Mayrhofer	298
14	Flexible work practices Maria C. Gonzalez and Phil Almond	322
15	Financial participation Andrew Pendleton and Erik Poutsma	345
16	Performance management Paul Boselie, Elaine Farndale and Jaap Paauwe	369
17	International perspectives on diversity and equal treatment policies and practices Alain Klarsfeld, Gwendolyn M. Combs, Lourdes Susaeta and María Belizón	393
18	A cross-national perspective on the intersection between information technology and HRM Huub J. M. Ruël and Tanya Bondarouk	416
PA	RT III REGIONAL PERSPECTIVES	
19	HRM practice and scholarship: a North American perspective Susan E. Jackson, Randall S. Schuler, David Lepak and Ibraiz Tarique	451
20	Latin American HRM models Anabella Davila and Marta M. Elvira	478
21	The practice of HRM in Africa in comparative perspective Christine Bischoff and Geoffrey Wood	494
22	Human resource management in the Middle East Pawan Budhwar and Kamel Mellahi	512
23	European human resource management: a contextualised stakeholder perspective Wolfgang Mayrhofer, Paul Sparrow and Chris Brewster	528

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