

MN5131: International Human Resource Management and Organisational Behaviour

View Online



[1]

T. Edwards and C. Rees, Eds., International Human Resource Management: Globalization, National Systems and Multinational Companies, 3rd Edition. Harlow, England: Pearson, 2017.

[2]

T. Edwards and C. Rees, Eds., International Human Resource Management: Globalization, National Systems and Multinational Companies, 3rd Edition. Harlow: Pearson Education Limited, 2017 [Online]. Available:
<https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5175082>

[3]

A.-W. Harzing and A. Pinnington, International Human Resource Management, Fourth Edition. London: SAGE Publications, 2015.

[4]

J. R. Crawshaw, Human Resource Management: Strategic and International Perspectives. Los Angeles, California: SAGE, 2014.

[5]

D. C. Thomas and M. B. Lazarova, Essentials of International Human Resource Management: Managing People Globally. Los Angeles: SAGE, 2014.

[6]

G. J. Bamber, R. D. Lansbury, and N. Wailes, *International and Comparative Employment Relations: Globalisation and Change*, 5th ed. Los Angeles, [Calif.]: SAGE, 2011.

[7]

C. A. Bartlett, *Transnational Management: Text, Cases, and Readings in Cross-Border Management*, 5th ed. Boston: McGraw-Hill/Irwin, 2008.

[8]

P. F. Boxall and J. Purcell, *Strategy and Human Resource Management*, 3rd ed., vol. Management, work, and organisations. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan, 2011.

[9]

J. Beardwell and T. Claydon, *Human Resource Management: A Contemporary Approach*, 5th ed. Harlow: Prentice Hall/Financial Times, 2007.

[10]

D. R. Briscoe, I. Tarique, and R. S. Schuler, *International Human Resource Management: Policies and Practices for Multinational Enterprises*, Fifth edition. New York: Routledge, 2016.

[11]

D. R. Briscoe, R. S. Schuler, and L. M. Claus, *International Human Resource Management: Policies and Practices for Multinational Enterprises*. London: Routledge, 2009 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=432738>

[12]

P. Dicken, *Global Shift: Mapping the Changing Contours of the World Economy*, 6th ed. Los Angeles, [Calif.]: SAGE, 2011.

[13]

P. Dowling, M. Festing, and A. D. Engle, *International Human Resource Management: Managing People in a Multinational Context*, 5th ed. London: Thomson, 2008.

[14]

A.-W. Harzing and J. van Ruysseveldt, *International Human Resource Management*, 2nd ed. London: Sage, 2004.

[15]

J. V. Harzing, A-W., Ruysseveldt, *International Human Resource Management*, Second Edition. London: SAGE Publications, 2003 [Online]. Available:
<https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=4970479>

[16]

A.-W. Harzing and A. Pinnington, *International Human Resource Management*, 3rd ed. Los Angeles, [Calif.]: SAGE, 2011.

[17]

G. Hollinshead, *International and Comparative Human Resource Management*. London: McGraw-Hill Higher Education, 2010.

[18]

H. Scullion and M. Linehan, *International Human Resource Management: A Critical Text*, vol. Management, Work and Organisations. Houndmills, Basingstoke: Palgrave Macmillan, 2005.

[19]

M. H. Tayeb, *International Human Resource Management: A Multinational Company Perspective*. Oxford: Oxford University Press, 2005.

[20]

M. H. Tayeb, International Human Resource Management: A Multinational Company Perspective. Oxford: Oxford University Press, 2005 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=422761>

[21]

C. Truss, Strategic Human Resource Management. Oxford: Oxford University Press, 2012.

[22]

'Asia Pacific Journal of Human Resources' [Online]. Available: <https://onlinelibrary.wiley.com/journal/17447941>

[23]

'Asia Pacific Journal of Human Resources' [Online]. Available: [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1744-7941;jsessionid=272E3D9C0FA63EF4833797CF6F583AB5.f03t02](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1744-7941;jsessionid=272E3D9C0FA63EF4833797CF6F583AB5.f03t02)

[24]

'Asia Pacific Journal of Management' [Online]. Available: <http://web.a.ebscohost.com/ehost/command/detail?sid=78d71cc9-cba4-4d9b-9e3b-69026a015581%40sessionmgr4004&vid=0&hid=4207&bdata=JnNpdGU9ZWhvc3QtbnGl2ZQ%3d%3d#db=bth&jid=0HS>

[25]

'British Journal of Industrial Relations' [Online]. Available: <https://onlinelibrary.wiley.com/journal/14678543>

[26]

'British Journal of Industrial Relations' [Online]. Available: [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1467-8543](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1467-8543)

[27]

'European Journal of Industrial Relations'.

[28]

'European Journal of Industrial Relations' [Online]. Available:
<http://ejd.sagepub.com/content/by/year>

[29]

'Human Resource Management' [Online]. Available:
[http://onlinelibrary.wiley.com/journal/10.1002/\(ISSN\)1099-050X](http://onlinelibrary.wiley.com/journal/10.1002/(ISSN)1099-050X)

[30]

Industrial Relations Services, 'Human Resource Management Journal'.

[31]

'Human Resource Management Journal' [Online]. Available:
[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1748-8583](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1748-8583)

[32]

University of Nottingham, 'Industrial Relations Journal'.

[33]

'Industrial Relations Journal' [Online]. Available:
[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1468-2338](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-2338)

[34]

'International Journal of Comparative Labour Law and Industrial Relations' [Online].

Available:

<http://www.kluwerlawonline.com/toc.php?area=Journals&mode=bypub&level=4&values=Journals~~International+Journal+of+Comparative+Labour+Law+and+Industrial+Relations>

[35]

'International Journal of Cross Cultural Management' [Online]. Available:
<http://ccm.sagepub.com/content/by/year>

[36]

'The International Journal of Human Resource Management' [Online]. Available:
<https://www.tandfonline.com/loi/rijh20>

[37]

'The International Journal of Human Resource Management' [Online]. Available:
<http://www.tandfonline.com/loi/rijh20#.V1FdXTUrK70>

[38]

'International Studies of Management and Organization' [Online]. Available:
<http://www.jstor.org/journal/intestudmanaorga>

[39]

'Journal of International Business Studies' [Online]. Available:
<http://www.jstor.org/journal/jintebusistud>

[40]

'Journal of International Management' [Online]. Available:
<http://www.sciencedirect.com/science/journal/10754253>

[41]

'Journal of Management Studies'.

[42]

'Journal of Management Studies' [Online]. Available:
[http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1467-6486](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1467-6486)

[43]

'Journal of World Business' [Online]. Available:
<http://web.a.ebscohost.com/ehost/command/detail?sid=31acdf2d-1473-4ec0-9bac-507a56787101%40sessionmgr4003&vid=0&hid=4207&bdata=JnNpdGU9ZW9vc3QtbGl2ZQ%3d%3d#jid=158&db=bth>

[44]

T. Royle, "Recruiting the Acquiescent Workforce: A Comparative Analysis of McDonalds' in Germany and the UK' in Employee Relations', Employee Relations, vol. 21, no. 6, pp. 540-555, 1999, doi: 10.1108/01425459910299857.

[45]

T. Royle, "'Just Vote No! Union-Busting in the European Fast-Food Industry: The Case of McDonald's" in Industrial Relations Journal', Industrial Relations Journal, vol. 33, no. 3, pp. 262-278, 2002, doi: 10.1111/1468-2338.00234.

[46]

S. A. Aaronson and J. M. Zimmerman, "'Fair Trade?: How Oxfam Presented a Systemic Approach to Poverty, Development, Human Rights, and Trade" in Human Rights Quarterly', Human Rights Quarterly, vol. 28, no. 4, pp. 998-1030, 2006 [Online]. Available:
http://www.jstor.org/stable/20072775?seq=1#page_scan_tab_contents

[47]

J. Stephen, "'Knowledge Management in Oxfam" in Information Development', Information Development, vol. 17, no. 2, pp. 107-110, 2001, doi: 10.1177/0266666014240791.

[48]

R. Locke, T. Kochan, M. Romis, and F. Qin, "'Beyond Corporate Codes of Conduct: Work Organization and Labour Standards at Nike's Suppliers" in *International Labour Review*', *International Labour Review*, vol. 146, no. 1-2, pp. 21-40, 2007, doi: 10.1111/j.1564-913X.2007.00003.x.

[49]

H. Hummels and D. Timmer, "'Investors in Need of Social, Ethical, and Environmental Information" in *Journal of Business Ethics*', *Journal of Business Ethics*, vol. 52, no. 1, pp. 73-84, 2004 [Online]. Available: <http://www.jstor.org/stable/25075233>

[50]

F. Moore, "'Identity, knowledge and strategy in the UK subsidiary of an Anglo-German automobile manufacturer" in *International Business Review*', *International Business Review*, vol. 21, no. 2, pp. 281-292, 2012, doi: 10.1016/j.ibusrev.2011.03.003.

[51]

N. Oliver, M. Holweg, and M. Carver, "'A Systems Perspective on the Death of a Car Company" in *International Journal of Operations & Production Management*', *International Journal of Operations & Production Management*, vol. 28, no. 6, pp. 562-583, 2008, doi: 10.1108/01443570810875368.

[52]

J. G. Frynas, "'Shell in Nigeria: A Further Contribution" in *Third World Quarterly*', *Third World Quarterly*, vol. 21, no. 1, pp. 157-164, 2000 [Online]. Available: http://www.jstor.org/stable/3993530?seq=1#page_scan_tab_contents

[53]

E. Ortiz Martinez and D. Crowther, "'Is Disclosure the Right Way to Comply With Stakeholders? the Shell Case" in *Business Ethics: A European Review*', *Business Ethics: A European Review*, vol. 17, no. 1, pp. 13-22, 2007, doi: 10.1111/j.1467-8608.2008.00516.x.

[54]

“China Teaches IKEA Limits of Homogeneity” in Strategic Direction', Strategic Direction, vol. 25, no. 11, pp. 43–45, 2009, doi: 10.1108/02580540910999739.

[55]

V. V. Tarnovskaya and L. de Chernatony, “Internalising a Brand Across Cultures: The Case of IKEA” in International Journal of Retail & Distribution Management', International Journal of Retail & Distribution Management, vol. 39, no. 8, pp. 598–618, 2011, doi: 10.1108/09590551111148677.

[56]

P. F. Boxall and J. Purcell, 'The Goals of HRM', in Strategy and Human Resource Management, 3rd ed., vol. Management, work, and organisations, Houndmills, Basingstoke, Hampshire: Palgrave Macmillan, 2011.

[57]

A.-W. Harzing and A. Pinnington, 'Comparative HRM', in International Human Resource Management, Fourth Edition., London: SAGE Publications, 2015.

[58]

D. R. Briscoe, I. Tarique, and R. S. Schuler, International Human Resource Management: Policies and Practices for Multinational Enterprises, Fifth edition. New York: Routledge, 2016.

[59]

D. R. Briscoe, R. S. Schuler, and L. M. Claus, International Human Resource Management: Policies and Practices for Multinational Enterprises. London: Routledge, 2009 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=432738>

[60]

F. Dobbin, “Is Globalization Making Us All the Same?” in British Journal of Industrial Relations', British Journal of Industrial Relations, vol. 43, no. 4, pp. 569–576, 2005, doi:

10.1111/j.1467-8543.2005.00471.x.

[61]

H. Scullion and M. Linehan, *International Human Resource Management: A Critical Text*, vol. Management, Work and Organisations. Houndmills, Basingstoke: Palgrave Macmillan, 2005.

[62]

C. Smith and P. Meiksins, "'System, Society and Dominance Effects in Cross-National Organisational Analysis" in *Work, Employment & Society*', *Work, Employment & Society*, vol. 9, no. 2, pp. 241–267, 1995, doi: 10.1177/095001709592002.

[63]

D. C. Thomas and M. B. Lazarova, *Essentials of International Human Resource Management: Managing People Globally*. Los Angeles: SAGE, 2014.

[64]

M. Warner, "'Globalization, Labour Markets and Human Resources in Asia-Pacific Economies: An Overview" in the *International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 13, no. 3, pp. 384–398, 2002, doi: 10.1080/09585190110111431.

[65]

D. R. Briscoe, R. S. Schuler, and I. Tarique, 'International Workforce Planning and Staffing', in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, 4th ed., New York, NY: Routledge, 2012.

[66]

D. R. Briscoe and R. S. Schuler, 'International Workforce Planning and Staffing', in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, London: Routledge, 2009, pp. 286–311 [Online]. Available: <http://ezproxy01.rhul.ac.uk/login?url=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780203866962>

[67]

J. R. Crawshaw, P. Budhwar, and A. Davis, 'Recruitment and Selection', in *Human Resource Management: Strategic and International Perspectives*, Los Angeles, California: SAGE, 2014.

[68]

T. S. Behrend, B. A. Baker, and L. F. Thompson, "'Effects of Pro-Environmental Recruiting Messages: The Role of Organizational Reputation" in *Journal of Business and Psychology*', *Journal of Business and Psychology*, vol. 24, no. 3, pp. 341–350, 2009 [Online]. Available: <http://www.jstor.org/stable/27753914>

[69]

D. G. Collings, H. Scullion, and M. J. Morley, "'Changing Patterns of Global Staffing in the Multinational Enterprise: Challenges to the Conventional Expatriate Assignment and Emerging Alternatives" in *Journal of World Business*', *Journal of World Business*, vol. 42, no. 2, pp. 198–213, 2007, doi: 10.1016/j.jwb.2007.02.005.

[70]

E. D. Davison and B. J. Punnett, "'International Assignments: Is There a Role for Gender and Race in Decisions?" in *International Journal of Human Resource Management*', *International Journal of Human Resource Management*, vol. 6, pp. 411–441 [Online]. Available: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=5849327&pp;site=ehost-live>

[71]

A. Edstrom and J. R. Galbraith, "'Transfer of Managers as a Coordination and Control Strategy in Multinational Organizations" in *Administrative Science Quarterly*', *Administrative Science Quarterly*, vol. 22, no. 2, 1977, doi: 10.2307/2391959.

[72]

M. S. Granovetter, "'The Strength of Weak Ties" in *American Journal of Sociology*', *American Journal of Sociology*, vol. 78, no. 6, pp. 1360–1380, 1973 [Online]. Available:

http://www.jstor.org/stable/2776392?seq=1#page_scan_tab_contents

[73]

H. Harris and C. Brewster, "'The Coffee-Machine System: How International Selection Really Works" in the International Journal of Human Resource Management', The International Journal of Human Resource Management, vol. 10, no. 3, pp. 488-500, 1999, doi: 10.1080/095851999340440.

[74]

M. Harvey, C. Speier, and M. M. Novecevic, "'A Theory-Based Framework for Strategic Global Human Resource Staffing Policies and Practices" in the International Journal of Human Resource Management', The International Journal of Human Resource Management, vol. 12, no. 6, pp. 898-915, 2001, doi: 10.1080/09585190122394.

[75]

M. G. Harvey, M. M. Novicevic, and C. Speier, "'An Innovative Global Management Staffing System: A Competency-Based Perspective" in Human Resource Management', Human Resource Management, vol. 39, no. 4, pp. 381-394, 2001 [Online]. Available: [http://onlinelibrary.wiley.com/doi/10.1002/1099-050X\(200024\)39:4%3C381::AID-HRM8%3E3.0.CO;2-K/abstract](http://onlinelibrary.wiley.com/doi/10.1002/1099-050X(200024)39:4%3C381::AID-HRM8%3E3.0.CO;2-K/abstract)

[76]

I. Tarique, R. Schuler, and Y. Gong, "'A Model of Multinational Enterprise Subsidiary Staffing Composition" in the International Journal of Human Resource Management', The International Journal of Human Resource Management, vol. 17, no. 2, pp. 207-224, 2006, doi: 10.1080/09585190500404424.

[77]

F. A. Kurtulus, "'Affirmative Action and the Occupational Advancement of Minorities and Women During 1973-2003" in Industrial Relations: A Journal of Economy and Society', Industrial Relations: A Journal of Economy and Society, vol. 51, no. 2, pp. 213-246, 2012, doi: 10.1111/j.1468-232X.2012.00675.x.

[78]

J. M. Madera, "'Using Social Networking Websites as a Selection Tool: The Role of Selection Process Fairness and Job Pursuit Intentions" in *International Journal of Hospitality Management*', *International Journal of Hospitality Management*, vol. 31, no. 4, pp. 1276–1282, 2012, doi: 10.1016/j.ijhm.2012.03.008.

[79]

G. Rabey, "'The Changing World" in *New Zealand Management*', *New Zealand Management*, vol. 49, 2002 [Online]. Available:
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=8567008&site=ehost-live>

[80]

J. Shen and V. Edwards, "'Recruitment and Selection in Chinese MNEs" in the *International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 15, no. 4–5, pp. 814–835, 2004, doi: 10.1080/0958519042000192960.

[81]

J. Shen, "'Factors Affecting International Staffing in Chinese Multinationals (MNEs)" in *The International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 17, no. 2, pp. 295–315, 2006, doi: 10.1080/09585190500404739.

[82]

J. A. Sonnenfeld and M. A. Peiperl, "'Staffing Policy as a Strategic Response: A Typology of Career Systems" in *The Academy of Management Review*', *The Academy of Management Review*, vol. 13, no. 4, pp. 588–600, 1988 [Online]. Available:
http://www.jstor.org/stable/258377?seq=1#page_scan_tab_contents

[83]

A. H. Pinnington, Y. A. Debrah, and C. J. Rees, 'Training and Development: Developing Global Leaders and Expatriates', in *International Human Resource Management*, Fourth Edition., London: SAGE Publications, 2015.

[84]

J. Woodall, 'International Management Development', in *International Human Resource Management: Globalization, National Systems and Multinational Companies*, Harlow: Financial Times Prentice Hall, 2006, pp. 172–194.

[85]

J. Woodall, 'International Management Development', in *International Human Resource Management*, 1st ed., Pearson Education UK, 2006, pp. 172–194 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5136565>

[86]

P. Evans, V. Pucik, and I. Bjrkman, 'Developing Talent for the Transnational Enterprise', in *The Global Challenge: International Human Resource Management*, 2nd ed., International student ed., New York: McGraw-Hill/Irwin, 2011.

[87]

P. Brown, "'The Evolving Role of Strategic Management Development'" in *Journal of Management Development*, vol. 24, no. 3, pp. 209–222, 2005, doi: 10.1108/02621710510584035.

[88]

D. R. Briscoe, R. S. Schuler, and I. Tarique, "'Training and Management Development in the Multinational Enterprise'" in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, 4th ed., New York, NY: Routledge, 2012, pp. 198–235.

[89]

D. R. Briscoe and R. S. Schuler, "'Training and Management Development in the Multinational Enterprise'" in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, in *International Human Resource Management: Policies and Practices for Multinational Enterprises*, London: Routledge, 2009, pp. 198–235 [Online]. Available: http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407138100002671&institutionId=2671&customerId=2670

[90]

T. N. Garavan, "'A Strategic Perspective on Human Resource Development" in *Advances in Developing Human Resources*', *Advances in Developing Human Resources*, vol. 9, no. 1, pp. 11–30, 2007, doi: 10.1177/1523422306294492.

[91]

F. M. Horwitz, "'The Emergence of Strategic Training and Development: The Current State of Play" in *Journal of European Industrial Training*', *Journal of European Industrial Training*, vol. 23, no. 4/5, pp. 180–190, 1999, doi: 10.1108/03090599910272068.

[92]

D. C. Thomas and M. B. Lazarova, "'Global Human Resource Development" in *Essentials of International Human Resource Management: Managing People Globally*', in *Essentials of International Human Resource Management: Managing People Globally*, Los Angeles: SAGE, 2014.

[93]

M. A. Morris and C. Robie, "'A Meta-Analysis of the Effects of Cross-Cultural Training on Expatriate Performance and adjustment." in *International Journal of Training & Development*', *International Journal of Training & Development*, vol. 5, 2001 [Online]. Available:
<http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=4685681&site=ehost-live>

[94]

A. Pandey, "'Strategically Focused Training in Six Sigma Way: A Case Study" in *Journal of European Industrial Training*', *Journal of European Industrial Training*, vol. 31, no. 2, pp. 145–162, 2007, doi: 10.1108/03090590710734363.

[95]

H. Scullion and M. Linehan, "'Training, Learning and Development in Multinational Organizations" in *International Human Resource Management: A Critical Text*', in *International Human Resource Management: A Critical Text*, vol. Management, Work and

Organisations, Houndmills, Basingstoke: Palgrave Macmillan, 2005.

[96]

A.-W. Harzing and A. Pinnington, *International Human Resource Management*, Fourth Edition. London: SAGE Publications, 2015.

[97]

T. Edwards and C. Rees, *International Human Resource Management: Globalization, National Systems and Multinational Companies*. Harlow: Financial Times Prentice Hall, 2006 [Online]. Available:
http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13397712150002671&institutionId=2671&customerId=2670

[98]

T. Edwards and C. Rees, *International Human Resource Management: Globalization, National Systems and Multinational Companies*. 2005 [Online]. Available:
<https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5175082>

[99]

T. Edwards, T. Colling, and A. Ferner, "'Conceptual Approaches to the Transfer of Employment Practices in Multinational Companies: An Integrated Approach" in *Human Resource Management Journal*', *Human Resource Management Journal*, vol. 17, no. 3, pp. 201-217, 2007, doi: 10.1111/j.1748-8583.2007.00042.x.

[100]

A. Ferner, T. Edwards, and A. Tempel, "'Power, Institutions and the Cross-National Transfer of Employment Practices in Multinationals" in *Human Relations*', *Human Relations*, vol. 65, no. 2, pp. 163-187, 2012, doi: 10.1177/0018726711429494.

[101]

D. W. Soskice and P. A. Hall, *Varieties of Capitalism: The Institutional Foundations of Comparative Advantage*. Oxford: Oxford University Press, 2001.

[102]

D. W. Soskice and P. A. Hall, *Varieties of Capitalism: The Institutional Foundations of Comparative Advantage*. Oxford: Oxford University Press, 2001 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=3052699>

[103]

G. H. Hofstede, *Culture's Consequences: Comparing Values, Behaviors, Institutions, and Organizations Across Nations*, 2nd ed. Thousand Oaks, Calif: Sage Publications, 2001.

[104]

Y. Lu and I. Bjorkman, "'HRM practices in China-Western joint ventures: MNC standardization versus localization" in *The International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 8, no. 5, pp. 614–628, 1997, doi: 10.1080/095851997341414.

[105]

B. McSweeney, "'Hofstede's Model of National Cultural Differences and their Consequences: A Triumph of Faith - a Failure of Analysis" in *Human Relations*', *Human Relations*, vol. 55, no. 1, pp. 89–118, 2002, doi: 10.1177/0018726702551004.

[106]

N. Nohria and S. Ghoshal, "'Differentiated Fit and Shared Values: Alternatives for Managing Headquarters-Subsidiary Relations" in *Strategic Management Journal*', *Strategic Management Journal*, vol. 15, no. 6, pp. 491–502, 1994 [Online]. Available: <http://www.jstor.org/stable/2486763>

[107]

G. Morgan, "'The Multinational Firm: Organizing Across Institutional and National Divides" in *The Multinational Firm: Organizing Across Institutional and National Divides*', in *The Multinational Firm: Organizing Across Institutional and National Divides*, Oxford: Oxford University Press, 2001, pp. 1–24.

[108]

C. D. Smith, "'Work Organisation Within a Dynamic Globalising Context: A Critique of National Institutional Analysis of the International Firm and an Alternative Perspective" in *Remaking Management: Between Global and Local*, in *Remaking Management: Between Global and Local*, Cambridge: Cambridge University Press, 2008, pp. 25–60 [Online]. Available: http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407274920002671&institutionId=2671&customerId=2670

[109]

C. D. Smith, 'Work Organisation Within a Dynamic Globalising Context: A Critique of National Institutional Analysis of the International Firm and an Alternative Perspective' in *Remaking Management: Between Global and Local*, in *Remaking management: between global and local*, C. Smith, B. McSweeney, and R. Fitzgerald, Eds. Cambridge: Cambridge University Press, 2008, pp. 25–60.

[110]

A.-W. Harzing and A. Pinnington, *International Human Resource Management*, Fourth Edition. London: SAGE Publications, 2015.

[111]

A. Lam, 'Tacit Knowledge, Organizational Learning and Societal Institutions: An Integrated Framework', *Organization Studies*, vol. 21, no. 3, pp. 487–513, 2000, doi: 10.1177/0170840600213001.

[112]

P. J. Buckley and M. J. Carter, "'Knowledge Management in Global Technology Markets" in *Long Range Planning*', *Long Range Planning*, vol. 33, no. 1, pp. 55–71, 2000, doi: 10.1016/S0024-6301(99)00102-8.

[113]

W. M. Cohen and D. A. Levinthal, "'Absorptive Capacity: A New Perspective on Learning and Innovation" in *Administrative Science Quarterly*', *Administrative Science Quarterly*, vol. 35, no. 1, 1990, doi: 10.2307/2393553.

[114]

S. Gourlay, "'Conceptualizing Knowledge Creation: A Critique of Nonaka's Theory" in *Journal of Management Studies*', *Journal of Management Studies*, vol. 43, no. 7, pp. 1415–1436, 2006, doi: 10.1111/j.1467-6486.2006.00637.x.

[115]

A. Lam, "'Embedded Firms, Embedded Knowledge: Problems of Collaboration and Knowledge Transfer in Global Cooperative Ventures" in *Organization Studies*', *Organization Studies*, vol. 18, no. 6, pp. 973–996, 1997, doi: 10.1177/017084069701800604.

[116]

M. H. Tayeb, "'Knowledge Transfer Within Multinational Company" in *International Human Resource Management: A Multinational Company Perspective*', in *International Human Resource Management: A Multinational Company Perspective*, Oxford: Oxford University Press, 2005, pp. 133–154 [Online]. Available:
http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407294930002671&institutionId=2671&customerId=2670

[117]

M. H. Tayeb, "'Knowledge Transfer Within Multinational Company" in *International Human Resource Management: A Multinational Company Perspective*', in *International Human Resource Management: A Multinational Company Perspective*, Oxford: Oxford University Press, 2005, pp. 133–154 [Online]. Available:
http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407137950002671&institutionId=2671&customerId=2670

[118]

G. K. Stahl and I. Bjrkman, "'Knowledge Management in Global Organisations" in *Handbook of Research in International Human Resource Management*', in *Handbook of Research in International Human Resource Management*, vol. Elgar original reference, Cheltenham, UK: Edward Elgar, 2006.

[119]

T. Edwards and C. Rees, *International Human Resource Management: Globalization, National Systems and Multinational Companies*. 2005 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5175082>

[120]

A.-W. Harzing and A. Pinnington, 'Total Rewards in the International Context', in *International Human Resource Management, Fourth Edition.*, London: SAGE Publications, 2015.

[121]

A. Mahajan, "'Host Country National's Reactions to Expatriate Pay Policies: Making a Case for a Cultural Alignment Pay Model" in the *International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 22, no. 1, pp. 121–137, 2011, doi: 10.1080/09585192.2011.538973.

[122]

K. B. Lowe, J. Milliman, H. De Cieri, and P. J. Dowling, "'International Compensation Practices: A Ten-Country Comparative Analysis" in *Human Resource Management*', *Human Resource Management*, vol. 41, no. 1, pp. 45–66, 2002, doi: 10.1002/hrm.10019.

[123]

S. M. Toh and A. S. Denisi, "'Host Country National Reactions to Expatriate Pay Policies: A Model and Implications" in *The Academy of Management Review*', *The Academy of Management Review*, vol. 28, no. 4, pp. 606–621, 2003 [Online]. Available: http://www.jstor.org/stable/30040750?seq=1#page_scan_tab_contents

[124]

K. Leung, X. Lin, and L. Lu, "'Compensation Disparity between Locals and Expatriates in China: A Multilevel Analysis of the Influence of Norms" in *Management International Review*', *Management International Review*, vol. 54, no. 1, pp. 107–128, 2014, doi: 10.1007/s11575-013-0190-3.

[125]

E. P. Jansen, K. A. Merchant, and W. A. Van der Stede, "'National Differences in Incentive Compensation Practices: The Differing Roles of Financial Performance Measurement in the United States and the Netherlands" in *Accounting, Organizations and Society*', *Accounting, Organizations and Society*, vol. 34, no. 1, pp. 58-84, 2009, doi: 10.1016/j.aos.2008.05.002.

[126]

V. Suutari and C. Tornikoski, "'The Challenge of Expatriate Compensation: The Sources of Satisfaction and Dissatisfaction Among Expatriates" in *The International Journal of Human Resource Management*', *The International Journal of Human Resource Management*, vol. 12, no. 3, pp. 389-404, 2001, doi: 10.1080/713769624.

[127]

R. S. Schuler and N. Rogovsky, "'Understanding Compensation Practice Variations across Firms: The Impact of National Culture" in *Journal of International Business Studies*', *Journal of International Business Studies*, vol. 29, no. 1, pp. 159-177, 1998 [Online]. Available: http://www.jstor.org/stable/155593?seq=1#page_scan_tab_contents

[128]

J. Shen, "'International Performance Appraisals" in *International Journal of Manpower*', *International Journal of Manpower*, vol. 25, no. 6, pp. 547-563, 2004, doi: 10.1108/01437720410560442.

[129]

A.-W. Harzing and A. Pinnington, 'Culture and Cross-Cultural Management', in *International Human Resource Management, Fourth Edition.*, London: SAGE Publications, 2015.

[130]

S. A. Sackmann, 'Contextual Influences on Culture Research: Shifting Assumptions for New Workplace Realities', *International Journal of Cross Cultural Management*, vol. 4, no. 3, pp. 370-390, 2004, doi: 10.1177/1470595804047820.

[131]

M. Chapman, 'Preface: Social Anthropology, Business Studies, and Cultural Issues', *International Studies of Management and Organization*, vol. 26, no. 4, pp. 3–29, 1997 [Online]. Available: http://www.jstor.org/stable/40397353?seq=1#page_scan_tab_contents

[132]

T. Fang, "'From 'Onion' to 'Ocean': Paradox and Change in National Cultures" in *International Studies of Management & Organization*, *International Studies of Management & Organization*, vol. 35, no. 4, pp. 71–90, 2006 [Online]. Available: http://www.jstor.org/stable/40397646?seq=1#page_scan_tab_contents

[133]

B. Gerhart, "'How Much Does National Culture Constrain Organizational Culture?" in *Management and Organization Review*, *Management and Organization Review*, vol. 5, no. 2, pp. 241–259, 2009, doi: 10.1111/j.1740-8784.2008.00117.x.

[134]

N. Holden, *Cross-Cultural Management: A Knowledge Management Perspective*. Harlow: Financial Times Prentice Hall, 2002.

[135]

B. L. Kirkman, K. B. Lowe, and C. B. Gibson, "'A Quarter Century of 'Culture's Consequences': A Review of Empirical Research Incorporating Hofstede's Cultural Values Framework" in *Journal of International Business Studies*, *Journal of International Business Studies*, vol. 37, no. 3, pp. 285–320, 2006 [Online]. Available: http://www.jstor.org/stable/3875261?seq=1#page_scan_tab_contents

[136]

M. E. Mendenhall, G. R. Oddou, and G. K. Stahl, *Readings and Cases in International Human Resource Management*, 4th ed. London: Routledge, 2007.

[137]

L. M. Orr and W. J. Hauser, "'A Re-Inquiry of Hofstede's Cultural Dimensions: A Call for 21st

Century Cross-Cultural Research" in Marketing Management Journal', Marketing Management Journal, vol. 18, no. Issue 2, pp. 1-19, 2008 [Online]. Available: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=36403581&site=ehost-live>

[138]

L. Tang and P. E. Koveos, "'A Framework to Update Hofstede's Cultural Value Indices: Economic Dynamics and Institutional Stability" in Journal of International Business Studies', Journal of International Business Studies, vol. 39, no. 6, pp. 1045-1063, 2008 [Online]. Available: http://www.jstor.org/stable/25483321?seq=1#page_scan_tab_contents

[139]

G. H. Hofstede, Culture's Consequences: International Differences in Work-Related Values, Abridged ed., vol. Cross-Cultural Research and Methodology Series. Beverly Hills, Calif: Sage, 1984.

[140]

A. Trompenaars and C. Hampden-Turner, Riding the Waves of Culture: Understanding Diversity in Global Business, Rev. and Updated 3rd ed. London: Nicholas Brealey, 2012.

[141]

A. Trompenaars and C. Hampden-Turner, Riding the Waves of Culture: Understanding Diversity in Global Business. London: Nicholas Brealey, 2012 [Online]. Available: <https://ezproxy01.rhul.ac.uk/login?url=http://www.vlebooks.com/vleweb/product/openreader?id=Holloway&isbn=9781904838401&uid=^u>

[142]

G. H. Hofstede, Culture's Consequences: Comparing Values, Behaviors, Institutions, and Organizations Across Nations, 2nd ed. Thousand Oaks, Calif: Sage Publications, 2001.

[143]

A. Trompenaars and C. Hampden-Turner, *Riding the Waves of Culture: Understanding Cultural Diversity in Business*, 2nd ed. London: Nicholas Brealey, 1997.

[144]

R. J. House, *Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies*. Thousand Oaks, Calif: Sage, 2004.

[145]

B. McSweeney, "'Hofstede's Model of National Cultural Differences and their Consequences: A Triumph of Faith - a Failure of Analysis'" in *Human Relations*, *Human Relations*, vol. 55, no. 1, pp. 89–118, 2002, doi: 10.1177/0018726702551004.

[146]

M. Easterby-Smith, D. Malina, and L. Yuan, "'How Culture-Sensitive Is HRM? A Comparative Analysis of Practice in Chinese and UK Companies'" in *International Journal of Human Resource Management*, *International Journal of Human Resource Management*, vol. 6, pp. 31–59, 1995 [Online]. Available: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=5829709&p;site=ehost-live>

[147]

G. Hofstede, "'The Interaction Between National and Organizational Value Systems[1]" in *Journal of Management Studies*, *Journal of Management Studies*, vol. 22, no. 4, pp. 347–357, 1985, doi: 10.1111/j.1467-6486.1985.tb00001.x.

[148]

G. Hofstede, "'Dimensions Do Not Exist: A Reply to Brendan McSweeney.(response to a Review by McSweeney of the Second Edition of the Author's 'Culture's Consequences: International Differences in Work-Related Values')'" in *Human Relations*, *Human Relations*, vol. 55, no. 11, 2002 [Online]. Available: http://librarysearch.rhul.ac.uk/primo_library/libweb/action/display.do?frbrVersion=11&tabs=detailsTab&ct=display&fn=search&doc=TN_gale_ofa97920810&indx=1&reclds=TN_gale_ofa97920810&recldxs=0&elementId=0&renderMode=poppedOut&displayMode=full&frbrVersion=11&frbg=&psc=0&scps=scope%3A%2844ROY%29%2C44ROY_EbscoLocal%2Cprimo_central_multiple_fe&tb=t&mode=Basic&vid=44ROY_VU2&srt=rank&

tab=tab1&dum=true&vl(freeText0)=Dimensions%20do%20not%20Exist%3A%20A%20Reply%20to%20Brendan%20McSweeney&dstmp=1465205753027

[149]

G. H. Hofstede, G. J. Hofstede, and M. Minkov, *Cultures and Organizations: Software of the Mind: International Cooperation and Its Importance for Survival*, Rev. and Expanded 3rd ed. New York: McGraw-Hill, 2010.

[150]

G. H. Hofstede, G. J. Hofstede, and M. Minkov, *Cultures and Organizations: Software of the Mind: International Cooperation and Its Importance for Survival*. New York: McGraw-Hill, 2010 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=4658311>

[151]

B. McSweeney, "'The Essentials of Scholarship: A Reply to Geert Hofstede" in *Human Relations*, vol. 55, no. 11, pp. 1363–1372, 2002, doi: 10.1177/00187267025511005.

[152]

J. B. Cullen and P. Parboteeah, *Multinational management: a strategic approach*, 6. ed., Internat. ed. [Mason, Ohio]: South-Western Cengage Learning, 2014 [Online]. Available: <http://swbplus.bsz-bw.de/bsz382321812inh.htm>

[153]

A.-W. Harzing and A. Pinnington, *International Human Resource Management*, Fourth Edition. London: SAGE Publications, 2015.

[154]

C. Rees and T. Edwards, 'Management Strategy and HR in International Mergers: Choice, Constraint and Pragmatism', *Human Resource Management Journal*, vol. 19, no. 1, pp. 24–39, 2009, doi: 10.1111/j.1748-8583.2008.00087.x.

[155]

R. V. Aguilera and J. C. Dencker, "'The Role of Human Resource Management in Cross-Border Mergers and Acquisitions" in the International Journal of Human Resource Management', *The International Journal of Human Resource Management*, vol. 15, no. 8, pp. 1355–1370, 2004, doi: 10.1080/0958519042000257977.

[156]

M. Y. Brannen, "'When Mickey Loses Face: Recontextualization, Semantic Fit, and the Semiotics of Foreignness" in *The Academy of Management Review*', *The Academy of Management Review*, vol. 29, no. 4, pp. 593–616, 2004 [Online]. Available: http://www.jstor.org/stable/20159073?seq=1#page_scan_tab_contents

[157]

L. Hebert, "'Expatriation as a Bridge Over Troubled Water: A Knowledge-Based Perspective Applied to Cross-Border Acquisitions" in *Organization Studies*', *Organization Studies*, vol. 26, no. 10, pp. 1455–1476, 2005, doi: 10.1177/0170840605057067.

[158]

E. Vaara and P. Monin, "'A Recursive Perspective on Discursive Legitimation and Organizational Action in Mergers and Acquisitions" in *Organization Science*', *Organization Science*, vol. 21, no. 1, pp. 3–22, 2010 [Online]. Available: http://www.jstor.org/stable/27765949?seq=1#page_scan_tab_contents

[159]

T. Edwards, "'National Industrial Relations Systems and Cross-border Restructuring: Evidence from a Merger in the Pharmaceuticals Sector" in *European Journal of Industrial Relations*', *European Journal of Industrial Relations*, vol. 12, no. 1, pp. 69–87, 2006, doi: 10.1177/0959680106061369.

[160]

F. Moore, "'Ambivalence, Anthropology and Business: A Review of Ethnographic Research in International Organisations" in *Social Anthropology*', *Social Anthropology*, vol. 19, no. 4, pp. 506–519, 2011, doi: 10.1111/j.1469-8676.2011.00184.x.

[161]

F. Moore, "'Identity, Knowledge and Strategy in the UK Subsidiary of an Anglo-German Automobile Manufacturer" in *International Business Review*', *International Business Review*, vol. 21, no. 2, pp. 281-292, 2012, doi: 10.1016/j.ibusrev.2011.03.003.

[162]

P. Morosini, S. Shane, and H. Singh, "'National Cultural Distance and Cross-Border Acquisition Performance" in *Journal of International Business Studies*', *Journal of International Business Studies*, vol. 29, no. 1, pp. 137-158, 1998 [Online]. Available: http://www.jstor.org/stable/155592?seq=1#page_scan_tab_contents

[163]

A.-W. Harzing and A. Pinnington, *International Human Resource Management*, Fourth Edition. London: SAGE Publications, 2015.

[164]

T. Edwards and C. Rees, *International Human Resource Management: Globalization, National Systems and Multinational Companies*. Harlow: Financial Times Prentice Hall, 2006 [Online]. Available: http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13397712150002671&institutionId=2671&customerId=2670

[165]

T. Edwards and C. Rees, *International Human Resource Management: Globalization, National Systems and Multinational Companies*. 2005 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5175082>

[166]

R. V. Aguilera, D. E. Rupp, and et al, "'Putting the S Back in Corporate Social Responsibility: A Multilevel Theory of Social Change in Organizations" in *The Academy of Management Review*', *The Academy of Management Review*, vol. 32, no. 3, pp. 836-863, 2007 [Online]. Available: <http://www.jstor.org/stable/20159338?sid=primo&origin=crossref&seq=1#page>

_scan_tab_contents

[167]

S. Christopherson and N. Lillie, "'Neither Global nor Standard: Corporate Strategies in the New Era of Labor Standards" in *Environment and Planning A*, *Environment and Planning A*, vol. 37, no. 11, pp. 1919–1938, 2005, doi: 10.1068/a3789.

[168]

J. Donaghey, J. Reinecke, C. Niforou, and B. Lawson, "'From Employment Relations to Consumption Relations: Balancing Labor Governance in Global Supply Chains" in *Human Resource Management*', *Human Resource Management*, vol. 53, no. 2, pp. 229–252, 2014, doi: 10.1002/hrm.21552.

[169]

D. Kinderman, "'Free Us Up So We Can Be Responsible!' the Co-Evolution of Corporate Social Responsibility and Neo-Liberalism in the UK, 1977-2010" *Socio-Economic Review*', *Socio-Economic Review*, vol. 10, no. 1, pp. 29–57, 2012, doi: 10.1093/ser/mwr028.

[170]

S. Kuruvilla and A. Verma, "'International Labor Standards, Soft Regulation, and National Government Roles" in *Journal of Industrial Relations*', *Journal of Industrial Relations*, vol. 48, no. 1, pp. 41–58, 2006, doi: 10.1177/0022185606059313.

[171]

R. M. Locke, F. Qin, and A. Brause, "'Does Monitoring Improve Labor Standards? Lessons from Nike" in *Industrial and Labor Relations Review*', *Industrial and Labor Relations Review*, vol. 61, no. 1, pp. 3–31, 2007 [Online]. Available: http://www.jstor.org/stable/25249121?seq=1#page_scan_tab_contents

[172]

K. A. Elliott and R. B. Freeman, *Can Labor Standards Improve Under Globalization?* Washington, D.C.: Institute for International Economics, 2003.

[173]

D. Vogel, *The Market for Virtue: The Potential and Limits of Corporate Social Responsibility*. Washington, D.C.: Brookings Institution Press, 2005 [Online]. Available: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=267634>

[174]

D. Vogel, *The Market for Virtue: The Potential and Limits of Corporate Social Responsibility*. Washington DC: Brookings Institution, 2006 [Online]. Available: <https://ezproxy01.rhul.ac.uk/login?url=http://www.vlebooks.com/vleweb/product/openreader?id=Holloway&isbn=9780815790785&uid=^u>