

# MN5131: International Human Resource Management and Organisational Behaviour

View Online



1.

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

2.

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

3.

Harzing AW, Pinnington A. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

4.

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

5.

Thomas DC, Lazarova MB. Essentials of International Human Resource Management: Managing People Globally. Los Angeles: SAGE; 2014.

6.

Bamber GJ, Lansbury RD, Wailes N. International and Comparative Employment Relations: Globalisation and Change. 5th ed. Los Angeles, [Calif.]: SAGE; 2011.

7.

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

8.

Boxall PF, Purcell J. Strategy and Human Resource Management. 3rd ed. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan; 2011.

9.

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

10.

Briscoe DR, Tarique I, Schuler RS. International Human Resource Management: Policies and Practices for Multinational Enterprises. Fifth edition. New York: Routledge; 2016.

11.

Briscoe DR, Schuler RS, Claus LM. International Human Resource Management: Policies and Practices for Multinational Enterprises [Internet]. London: Routledge; 2009. Available from: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=432738>

12.

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

13.

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

14.

Harzing AW, Ruysseveldt J van. International Human Resource Management. 2nd ed. London: Sage; 2004.

15.

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

16.

Harzing AW, Pinnington A. International Human Resource Management. 3rd ed. Los Angeles, [Calif.]: SAGE; 2011.

17.

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

18.

Scullion H, Linehan M. International Human Resource Management: A Critical Text. Houndmills, Basingstoke: Palgrave Macmillan; 2005.

19.

Tayeb MH. International Human Resource Management: A Multinational Company Perspective. Oxford: Oxford University Press; 2005.

20.

Tayeb MH. International Human Resource Management: A Multinational Company

Perspective [Internet]. Oxford: Oxford University Press; 2005. Available from:  
<https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=422761>

21.

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

22.

Asia Pacific Journal of Human Resources. Clayton, Vic., Australia: Australian Human Resources Institute in Association With the Institute of Personnel Management New Zealand Inc. and the Institute of Personnel Management Papua New Guinea; Available from: <https://onlinelibrary.wiley.com/journal/17447941>

23.

Asia Pacific Journal of Human Resources. Available from:  
[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. Available from:  
<http://web.a.ebscohost.com/ehost/command/detail?sid=78d71cc9-cba4-4d9b-9e3b-69026a015581%40sessionmgr4004&vid=0&hid=4207&bdata=JnNpdGU9ZWwhvc3QtbGl2ZQ%3d%3d#db=bth&jid=0HS>

25.

British Journal of Industrial Relations. Oxford: Basil Blackwell; Available from:  
<https://onlinelibrary.wiley.com/journal/14678543>

26.

British Journal of Industrial Relations. Available from:  
[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. Thousand Oaks, Calif.: Sage Publications;

28.

European Journal of Industrial Relations. Available from:  
<http://ejd.sagepub.com/content/by/year>

29.

Human Resource Management. Available from:  
[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. London: Industrial Relations Services and Personnel Publications;

31.

Human Resource Management Journal. Available from:  
[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. London;

33.

Industrial Relations Journal. Available from:  
[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. Available from:  
<http://www.kluwerlawonline.com/toc.php?area=Journals&mode=bypub&level=4>

&values=Journals~~International+Journal+of+Comparative+Labour+Law+and+Indu  
strial+Relations

35.

International Journal of Cross Cultural Management. Available from:  
<http://ccm.sagepub.com/content/by/year>

36.

The International Journal of Human Resource Management. London: Routledge; Available  
from: <https://www.tandfonline.com/loi/rijh20>

37.

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

38.

International Studies of Management and Organization. Taylor & Francis, Ltd.; Available  
from: <http://www.jstor.org/journal/intestudmanaorga>

39.

Journal of International Business Studies. Palgrave Macmillan Journals; Available from:  
<http://www.jstor.org/journal/jintebusistud>

40.

Journal of International Management. Available from:  
<http://www.sciencedirect.com/science/journal/10754253>

41.

Journal of Management Studies. Oxford: Basil Blackwell;

42.

Journal of Management Studies. Available from:  
[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. Available from:  
<http://web.a.ebscohost.com/ehost/command/detail?sid=31acdf2d-1473-4ec0-9bac-507a56787101%40sessionmgr4003&vid=0&hid=4207&bdata=JnNpdGU9ZWZWhvc3QtbGl2ZQ%3d%3d#jid=1S8&db=bth>

44.

Royle T. 'Recruiting the Acquiescent Workforce: A Comparative Analysis of McDonalds' in Germany and the UK' in Employee Relations. Employee Relations. 1999;21(6):540-555.

45.

Royle T. 'Just Vote No! Union-Busting in the European Fast-Food Industry: The Case of McDonald's' in Industrial Relations Journal. Industrial Relations Journal. 2002;33(3):262-278.

46.

Aaronson SA, Zimmerman JM. 'Fair Trade?: How Oxfam Presented a Systemic Approach to Poverty, Development, Human Rights, and Trade' in Human Rights Quarterly. Human Rights Quarterly [Internet]. The Johns Hopkins University Press; 2006;28(4):998-1030. Available from: [http://www.jstor.org/stable/20072775?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/20072775?seq=1#page_scan_tab_contents)

47.

Stephen J. 'Knowledge Management in Oxfam' in Information Development. Information Development. 2001;17(2):107-110.

48.

Locke R, Kochan T, Romis M, Qin F. 'Beyond Corporate Codes of Conduct: Work Organization and Labour Standards at Nike's Suppliers' in *International Labour Review*. *International Labour Review*. 2007;146(1-2):21-40.

49.

Hummels H, Timmer D. 'Investors in Need of Social, Ethical, and Environmental Information' in *Journal of Business Ethics*. *Journal of Business Ethics* [Internet]. Springer; 2004;52(1):73-84. Available from: <http://www.jstor.org/stable/25075233>

50.

Moore F. 'Identity, knowledge and strategy in the UK subsidiary of an Anglo-German automobile manufacturer' in *International Business Review*. *International Business Review*. 2012;21(2):281-292.

51.

Oliver N, Holweg M, Carver M. 'A Systems Perspective on the Death of a Car Company' in *International Journal of Operations & Production Management*. *International Journal of Operations & Production Management*. 2008;28(6):562-583.

52.

Frynas JG. 'Shell in Nigeria: A Further Contribution' in *Third World Quarterly*. *Third World Quarterly* [Internet]. Taylor & Francis, Ltd. *Third World Quarterly*; 2000;21(1):157-164. Available from: [http://www.jstor.org/stable/3993530?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/3993530?seq=1#page_scan_tab_contents)

53.

Ortiz Martinez E, Crowther D. 'Is Disclosure the Right Way to Comply With Stakeholders? the Shell Case' in *Business Ethics: A European Review*. *Business Ethics: A European Review*. 2007;17(1):13-22.

54.

'China Teaches IKEA Limits of Homogeneity' in *Strategic Direction*. *Strategic Direction*. 2009;25(11):43-45.



55.

Tarnovskaya VV, de Chernatony L. 'Internalising a Brand Across Cultures: The Case of IKEA' in International Journal of Retail & Distribution Management. International Journal of Retail & Distribution Management. 2011;39(8):598-618.

56.

Boxall PF, Purcell J. The Goals of HRM. Strategy and Human Resource Management. 3rd ed. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan; 2011.

57.

Harzing AW, Pinnington A. Comparative HRM. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

58.

Briscoe DR, Tarique I, Schuler RS. International Human Resource Management: Policies and Practices for Multinational Enterprises. Fifth edition. New York: Routledge; 2016.

59.

Briscoe DR, Schuler RS, Claus LM. International Human Resource Management: Policies and Practices for Multinational Enterprises [Internet]. London: Routledge; 2009. Available from: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=432738>

60.

Dobbin F. 'Is Globalization Making Us All the Same?' in British Journal of Industrial Relations. British Journal of Industrial Relations. 2005;43(4):569-576.

61.

Scullion H, Linehan M. International Human Resource Management: A Critical Text. Houndmills, Basingstoke: Palgrave Macmillan; 2005.

62.

Smith C, Meiksins P. 'System, Society and Dominance Effects in Cross-National Organisational Analysis' in *Work, Employment & Society*. *Work, Employment & Society*. 1995;9(2):241–267.

63.

Thomas DC, Lazarova MB. *Essentials of International Human Resource Management: Managing People Globally*. Los Angeles: SAGE; 2014.

64.

Warner M. '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*. 2002;13(3):384–398.

65.

Briscoe DR, Schuler RS, Tarique I. *International Workforce Planning and Staffing*. *International Human Resource Management: Policies and Practices for Multinational Enterprises*. 4th ed. New York, NY: Routledge; 2012.

66.

Briscoe DR, Schuler RS. *International Workforce Planning and Staffing*. *International Human Resource Management: Policies and Practices for Multinational Enterprises* [Internet]. London: Routledge; 2009. p. 286–311. Available from: <http://ezproxy01.rhul.ac.uk/login?url=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780203866962>

67.

Crawshaw JR, Budhwar P, Davis A. *Recruitment and Selection*. *Human Resource Management: Strategic and International Perspectives*. Los Angeles, California: SAGE; 2014.

68.

Behrend TS, Baker BA, Thompson LF. 'Effects of Pro-Environmental Recruiting Messages: The Role of Organizational Reputation' in *Journal of Business and Psychology*. *Journal of Business and Psychology* [Internet]. Springer; 2009;24(3):341–350. Available from: <http://www.jstor.org/stable/27753914>

69.

Collings DG, Scullion H, Morley MJ. '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*. 2007;42(2):198–213.

70.

Davison ED, Punnett BJ. '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* [Internet]. 6:411–441. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=5849327&pgsite=ehost-live>

71.

Edstrom A, Galbraith JR. 'Transfer of Managers as a Coordination and Control Strategy in Multinational Organizations' in *Administrative Science Quarterly*. *Administrative Science Quarterly*. 1977;22(2).

72.

Granovetter MS. 'The Strength of Weak Ties' in *American Journal of Sociology*. *American Journal of Sociology* [Internet]. The University of Chicago Press; 1973;78(6):1360–1380. Available from: [http://www.jstor.org/stable/2776392?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/2776392?seq=1#page_scan_tab_contents)

73.

Harris H, Brewster C. 'The Coffee-Machine System: How International Selection Really Works' in the *International Journal of Human Resource Management*. *The International Journal of Human Resource Management*. 1999;10(3):488–500.

74.

Harvey M, Speier C, Novecevic MM. '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. 2001;12(6):898-915.

75.

Harvey MG, Novicevic MM, Speier C. 'An Innovative Global Management Staffing System: A Competency-Based Perspective' in Human Resource Management. Human Resource Management [Internet]. John Wiley & Sons, Inc.; 2001;39(4):381-394. Available from: [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.

Tarique I, Schuler R, Gong Y. 'A Model of Multinational Enterprise Subsidiary Staffing Composition' in the International Journal of Human Resource Management. The International Journal of Human Resource Management. 2006;17(2):207-224.

77.

Kurtulus FA. '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. 2012;51(2):213-246.

78.

Madera JM. '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. 2012;31(4):1276-1282.

79.

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

80.

Shen J, Edwards V. 'Recruitment and Selection in Chinese MNEs' in the International Journal of Human Resource Management. The International Journal of Human Resource Management. 2004;15(4-5):814-835.

81.

Shen J. 'Factors Affecting International Staffing in Chinese Multinationals (MNEs)' in The International Journal of Human Resource Management. The International Journal of Human Resource Management. 2006;17(2):295-315.

82.

Sonnenfeld JA, Peiperl MA. 'Staffing Policy as a Strategic Response: A Typology of Career Systems' in The Academy of Management Review. The Academy of Management Review [Internet]. Academy of Management; 1988;13(4):588-600. Available from: [http://www.jstor.org/stable/258377?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/258377?seq=1#page_scan_tab_contents)

83.

Pinnington AH, Debrah YA, Rees CJ. Training and Development: Developing Global Leaders and Expatriates. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

84.

Woodall J. International Management Development. International Human Resource Management: Globalization, National Systems and Multinational Companies. Harlow: Financial Times Prentice Hall; 2006. p. 172-194.

85.

Woodall J. International Management Development. International Human Resource Management [Internet]. 1st ed. Pearson Education UK; 2006. p. 172-194. Available from: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=5136565>

86.

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

87.

Brown P. 'The Evolving Role of Strategic Management Development' in Journal of Management Development. Journal of Management Development. 2005;24(3):209-222.

88.

Briscoe DR, Schuler RS, Tarique I. 'Training and Management Development in the Multinational Enterprise' in International Human Resource Management: Policies and Practices for Multinational Enterprises. International Human Resource Management: Policies and Practices for Multinational Enterprises. 4th ed. New York, NY: Routledge; 2012. p. 198-235.

89.

Briscoe DR, Schuler RS. 'Training and Management Development in the Multinational Enterprise' in International Human Resource Management: Policies and Practices for Multinational Enterprises. International Human Resource Management: Policies and Practices for Multinational Enterprises [Internet]. London: Routledge; 2009. p. 198-235. Available from: [http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=13407138100002671&institutionId=2671&customerId=2670](http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407138100002671&institutionId=2671&customerId=2670)

90.

Garavan TN. 'A Strategic Perspective on Human Resource Development' in Advances in Developing Human Resources. Advances in Developing Human Resources. 2007;9(1):11-30.

91.

Horwitz FM. 'The Emergence of Strategic Training and Development: The Current State of Play' in Journal of European Industrial Training. Journal of European Industrial Training. 1999;23(4/5):180-190.

92.

Thomas DC, Lazarova MB. 'Global Human Resource Development' in Essentials of International Human Resource Management: Managing People Globally. Essentials of International Human Resource Management: Managing People Globally. Los Angeles: SAGE; 2014.

93.

Morris MA, Robie C. '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 [Internet]. 2001;5. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=4685681&site=ehost-live>

94.

Pandey A. 'Strategically Focused Training in Six Sigma Way: A Case Study' in Journal of European Industrial Training. Journal of European Industrial Training. 2007;31(2):145-162.

95.

Scullion H, Linehan M. 'Training, Learning and Development in Multinational Organizations' in International Human Resource Management: A Critical Text. International Human Resource Management: A Critical Text. Houndmills, Basingstoke: Palgrave Macmillan; 2005.

96.

Harzing AW, Pinnington A. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

97.

Edwards T, Rees C. International Human Resource Management: Globalization, National Systems and Multinational Companies [Internet]. Harlow: Financial Times Prentice Hall; 2006. Available from: <http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&pack>

age\_service\_id=13397712150002671&institutionId=2671&customerId=2670

98.

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

99.

Edwards T, Colling T, Ferner A. 'Conceptual Approaches to the Transfer of Employment Practices in Multinational Companies: An Integrated Approach' in Human Resource Management Journal. Human Resource Management Journal. 2007;17(3):201-217.

100.

Ferner A, Edwards T, Tempel A. 'Power, Institutions and the Cross-National Transfer of Employment Practices in Multinationals' in Human Relations. Human Relations. 2012;65(2):163-187.

101.

Soskice DW, Hall PA. Varieties of Capitalism: The Institutional Foundations of Comparative Advantage. Oxford: Oxford University Press; 2001.

102.

Soskice DW, Hall PA. Varieties of Capitalism: The Institutional Foundations of Comparative Advantage [Internet]. Oxford: Oxford University Press; 2001. Available from: <https://ebookcentral.proquest.com/lib/rhul/detail.action?docID=3052699>

103.

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

104.



Lu Y, Bjorkman I. '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. 1997;8(5):614-628.

105.

McSweeney B. 'Hofstede's Model of National Cultural Differences and their Consequences: A Triumph of Faith - a Failure of Analysis' in *Human Relations*. Human Relations. 2002;55(1):89-118.

106.

Nohria N, Ghoshal S. 'Differentiated Fit and Shared Values: Alternatives for Managing Headquarters-Subsidiary Relations' in *Strategic Management Journal*. Strategic Management Journal [Internet]. Wiley; 1994;15(6):491-502. Available from: <http://www.jstor.org/stable/2486763>

107.

Morgan G. 'The Multinational Firm: Organizing Across Institutional and National Divides' in *The Multinational Firm: Organizing Across Institutional and National Divides*. The Multinational Firm: Organizing Across Institutional and National Divides. Oxford: Oxford University Press; 2001. p. 1-24.

108.

Smith CD. '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*. Remaking Management: Between Global and Local [Internet]. Cambridge: Cambridge University Press; 2008. p. 25-60. Available from: [http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=13407274920002671&institutionId=2671&customerId=2670](http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407274920002671&institutionId=2671&customerId=2670)

109.

Smith CD. 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: Smith C, McSweeney B, Fitzgerald R, editors. Remaking management: between global and local. Cambridge: Cambridge University Press; 2008. p. 25-60.

110.

Harzing AW, Pinnington A. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

111.

Lam A. Tacit Knowledge, Organizational Learning and Societal Institutions: An Integrated Framework. *Organization Studies*. 2000;21(3):487-513.

112.

Buckley PJ, Carter MJ. 'Knowledge Management in Global Technology Markets' in *Long Range Planning*. *Long Range Planning*. 2000;33(1):55-71.

113.

Cohen WM, Levinthal DA. 'Absorptive Capacity: A New Perspective on Learning and Innovation' in *Administrative Science Quarterly*. *Administrative Science Quarterly*. 1990;35(1).

114.

Gourlay S. 'Conceptualizing Knowledge Creation: A Critique of Nonaka's Theory' in *Journal of Management Studies*. *Journal of Management Studies*. 2006;43(7):1415-1436.

115.

Lam A. 'Embedded Firms, Embedded Knowledge: Problems of Collaboration and Knowledge Transfer in Global Cooperative Ventures' in *Organization Studies*. *Organization Studies*. 1997;18(6):973-996.

116.

Tayeb MH. 'Knowledge Transfer Within Multinational Company' in *International Human Resource Management: A Multinational Company Perspective*. *International Human Resource Management: A Multinational Company Perspective* [Internet]. Oxford: Oxford

University Press; 2005. p. 133-154. Available from:  
[http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=13407294930002671&institutionId=2671&customerId=2670](http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407294930002671&institutionId=2671&customerId=2670)

117.

Tayeb MH. 'Knowledge Transfer Within Multinational Company' in International Human Resource Management: A Multinational Company Perspective. International Human Resource Management: A Multinational Company Perspective [Internet]. Oxford: Oxford University Press; 2005. p. 133-154. Available from:  
[http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package\\_service\\_id=13407137950002671&institutionId=2671&customerId=2670](http://eu.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=13407137950002671&institutionId=2671&customerId=2670)

118.

Stahl GK, Bjrkman I. 'Knowledge Management in Global Organisations' in Handbook of Research in International Human Resource Management. Handbook of Research in International Human Resource Management. Cheltenham, UK: Edward Elgar; 2006.

119.

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

120.

Harzing AW, Pinnington A. Total Rewards in the International Context. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

121.

Mahajan A. '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. 2011;22(1):121-137.

122.

Lowe KB, Milliman J, De Cieri H, Dowling PJ. 'International Compensation Practices: A Ten-Country Comparative Analysis' in Human Resource Management. Human Resource Management. 2002;41(1):45-66.

123.

Toh SM, Denisi AS. 'Host Country National Reactions to Expatriate Pay Policies: A Model and Implications' in The Academy of Management Review. The Academy of Management Review [Internet]. Academy of Management; 2003;28(4):606-621. Available from: [http://www.jstor.org/stable/30040750?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/30040750?seq=1#page_scan_tab_contents)

124.

Leung K, Lin X, Lu L. 'Compensation Disparity between Locals and Expatriates in China: A Multilevel Analysis of the Influence of Norms' in Management International Review. Management International Review. 2014;54(1):107-128.

125.

Jansen EP, Merchant KA, Van der Stede WA. '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. 2009;34(1):58-84.

126.

Suutari V, Tornikoski C. '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. 2001;12(3):389-404.

127.

Schuler RS, Rogovsky N. 'Understanding Compensation Practice Variations across Firms: The Impact of National Culture' in Journal of International Business Studies. Journal of International Business Studies [Internet]. Palgrave Macmillan Journals; 1998;29(1):159-177. Available from: [http://www.jstor.org/stable/155593?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/155593?seq=1#page_scan_tab_contents)

128.

Shen J. 'International Performance Appraisals' in International Journal of Manpower. International Journal of Manpower. 2004;25(6):547-563.

129.

Harzing AW, Pinnington A. Culture and Cross-Cultural Management. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

130.

Sackmann SA. Contextual Influences on Culture Research: Shifting Assumptions for New Workplace Realities. International Journal of Cross Cultural Management. 2004;4(3):370-390.

131.

Chapman M. Preface: Social Anthropology, Business Studies, and Cultural Issues. International Studies of Management and Organization [Internet]. Taylor & Francis, Ltd.; 1997;26(4):3-29. Available from: [http://www.jstor.org/stable/40397353?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/40397353?seq=1#page_scan_tab_contents)

132.

Fang T. 'From "Onion" to "Ocean": Paradox and Change in National Cultures' in International Studies of Management & Organization. International Studies of Management & Organization [Internet]. Taylor & Francis, Ltd.; 2006;35(4):71-90. Available from: [http://www.jstor.org/stable/40397646?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/40397646?seq=1#page_scan_tab_contents)

133.

Gerhart B. 'How Much Does National Culture Constrain Organizational Culture?' in Management and Organization Review. Management and Organization Review. 2009;5(2):241-259.

134.

Holden N. Cross-Cultural Management: A Knowledge Management Perspective. Harlow:

Financial Times Prentice Hall; 2002.

135.

Kirkman BL, Lowe KB, Gibson CB. '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 [Internet]. Palgrave Macmillan Journals; 2006;37(3):285-320. Available from: [http://www.jstor.org/stable/3875261?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/3875261?seq=1#page_scan_tab_contents)

136.

Mendenhall ME, Oddou GR, Stahl GK. Readings and Cases in International Human Resource Management. 4th ed. London: Routledge; 2007.

137.

Orr LM, Hauser WJ. 'A Re-Inquiry of Hofstede's Cultural Dimensions: A Call for 21st Century Cross-Cultural Research' in Marketing Management Journal. Marketing Management Journal [Internet]. 2008;18(Issue 2):1-19. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=36403581&site=ehost-live>

138.

Tang L, Koveos PE. '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 [Internet]. Palgrave Macmillan Journals; 2008;39(6):1045-1063. Available from: [http://www.jstor.org/stable/25483321?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/25483321?seq=1#page_scan_tab_contents)

139.

Hofstede GH. Culture's Consequences: International Differences in Work-Related Values. Abridged ed. Beverly Hills, Calif: Sage; 1984.

140.

Trompenaars A, Hampden-Turner C. Riding the Waves of Culture: Understanding Diversity

in Global Business. Rev. and updated 3rd ed. London: Nicholas Brealey; 2012.

141.

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

142.

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

143.

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

144.

House RJ. Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies. Thousand Oaks, Calif: Sage; 2004.

145.

McSweeney B. 'Hofstede's Model of National Cultural Differences and their Consequences: A Triumph of Faith - a Failure of Analysis' in Human Relations. Human Relations. 2002;55(1):89-118.

146.

Easterby-Smith M, Malina D, Yuan L. '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 [Internet]. 1995;6:31-59. Available from: <http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=5829709&site=ehost-live>

147.

Hofstede G. 'The Interaction Between National and Organizational Value Systems[1]' in Journal of Management Studies. Journal of Management Studies. 1985;22(4):347-357.

148.

Hofstede G. '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 [Internet]. 2002;55(11). Available from:

[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=&p;dsent=0&scp.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](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=&p;dsent=0&scp.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.

Hofstede GH, Hofstede GJ, Minkov M. 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.

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

151.

McSweeney B. 'The Essentials of Scholarship: A Reply to Geert Hofstede' in Human Relations. Human Relations. 2002;55(11):1363-1372.

152.



Cullen JB, Parboteeah P. Multinational management: a strategic approach [Internet]. 6. ed., internat. ed. [Mason, Ohio]: South-Western Cengage Learning; 2014. Available from: <http://swbplus.bsz-bw.de/bsz382321812inh.htm>

153.

Harzing AW, Pinnington A. International Human Resource Management. Fourth Edition. London: SAGE Publications; 2015.

154.

Rees C, Edwards T. Management Strategy and HR in International Mergers: Choice, Constraint and Pragmatism. Human Resource Management Journal. 2009;19(1):24-39.

155.

Aguilera RV, Dencker JC. '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. 2004;15(8):1355-1370.

156.

Brannen MY. 'When Mickey Loses Face: Recontextualization, Semantic Fit, and the Semiotics of Foreignness' in The Academy of Management Review. The Academy of Management Review [Internet]. Academy of Management; 2004;29(4):593-616. Available from: [http://www.jstor.org/stable/20159073?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/20159073?seq=1#page_scan_tab_contents)

157.

Hebert L. 'Expatriation as a Bridge Over Troubled Water: A Knowledge-Based Perspective Applied to Cross-Border Acquisitions' in Organization Studies. Organization Studies. 2005;26(10):1455-1476.

158.

Vaara E, Monin P. 'A Recursive Perspective on Discursive Legitimation and Organizational Action in Mergers and Acquisitions' in Organization Science. Organization Science [Internet]. Informs; 2010;21(1):3-22. Available from: [http://www.jstor.org/stable/27765949?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/27765949?seq=1#page_scan_tab_contents)

159.

Edwards T. 'National Industrial Relations Systems and Cross-border Restructuring: Evidence from a Merger in the Pharmaceuticals Sector' in *European Journal of Industrial Relations*. 2006;12(1):69-87.

160.

Moore F. 'Ambivalence, Anthropology and Business: A Review of Ethnographic Research in International Organisations' in *Social Anthropology*. 2011;19(4):506-519.

161.

Moore F. 'Identity, Knowledge and Strategy in the UK Subsidiary of an Anglo-German Automobile Manufacturer' in *International Business Review*. 2012;21(2):281-292.

162.

Morosini P, Shane S, Singh H. 'National Cultural Distance and Cross-Border Acquisition Performance' in *Journal of International Business Studies*. 1998;29(1):137-158. Available from: [http://www.jstor.org/stable/155592?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/155592?seq=1#page_scan_tab_contents)

163.

Harzing AW, Pinnington A. *International Human Resource Management*. Fourth Edition. London: SAGE Publications; 2015.

164.

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

165.

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

166.

Aguilera RV, Rupp DE, al et. '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 [Internet]. Academy of Management; 2007;32(3):836-863. Available from: [http://www.jstor.org/stable/20159338?sid=primo&origin=crossref&seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/20159338?sid=primo&origin=crossref&seq=1#page_scan_tab_contents)

167.

Christopherson S, Lillie N. 'Neither Global nor Standard: Corporate Strategies in the New Era of Labor Standards' in Environment and Planning A. Environment and Planning A. 2005;37(11):1919-1938.

168.

Donaghey J, Reinecke J, Niforou C, Lawson B. 'From Employment Relations to Consumption Relations: Balancing Labor Governance in Global Supply Chains' in Human Resource Management. Human Resource Management. 2014;53(2):229-252.

169.

Kinderman D. "'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. 2012;10(1):29-57.

170.

Kuruvilla S, Verma A. 'International Labor Standards, Soft Regulation, and National Government Roles' in Journal of Industrial Relations. Journal of Industrial Relations. 2006;48(1):41-58.

171.

Locke RM, Qin F, Brause A. 'Does Monitoring Improve Labor Standards? Lessons from Nike' in *Industrial and Labor Relations Review*. *Industrial and Labor Relations Review* [Internet]. Sage Publications, Inc.; 2007;61(1):3–31. Available from: [http://www.jstor.org/stable/25249121?seq=1#page\\_scan\\_tab\\_contents](http://www.jstor.org/stable/25249121?seq=1#page_scan_tab_contents)

172.

Elliott KA, Freeman RB. *Can Labor Standards Improve Under Globalization?* Washington, D.C.: Institute for International Economics; 2003.

173.

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

174.

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