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"I enthusiastically endorse the fourth edition of IHRM. The editors are to be congratulated for recruiting the top-rated authors in this field to contribute to this volume. The chapters are up to date, insightful, and sometimes even provocative. Students, including post-grads and advanced undergraduates, as well as savvy practitioners, will benefit from reading this volume."

Neal M. Ashkanasy, Professor of Management, The University of Queensland

Anne-Wil Harzing and **Ashly Pinnington's** bestselling textbook has guided thousands of students through their International Human Resource Management studies.

The fourth edition retains the critical edge, academic rigour and breadth of coverage which have established this book as the most authoritative text on the market. The new edition by our international team of experts provides an even more stimulating journey through the core curriculum, contemporary debates and emerging issues in IHRM.

New for the fourth edition:

- Reduced number of chapters to allow for greater depth and an improved structure ensuring fundamental topics underpin your knowledge
- Expanded coverage of Equality and Diversity, Corporate Social Responsibility and Sustainability and Cross-Cultural Management in line with developments in the field
- New Stop and Reflect feature provides an opportunity to test your understanding at regular intervals

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Editorial Review

Review

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IHRM is a comprehensive guide for today's researchers, students, and practitioners. It has the advantage of including chapters covering each of the major topics, carefully chosen and orchestrated by an excellent editing team and written by leading specialists in each topic. (Mark F. Peterson)

About the Author

Anne-Wil is Research Professor and Research Development Advisor at ESCP Europe, London. Her research interests include international HRM, expatriate management, HQ-subsidiary relationships, the role of language in international business, the international research process, and the quality & impact of academic research.

She has published or presented more than 160 books, book chapters, and academic papers about these topics in journals such as Journal of International Business Studies, Management International Review, International Business Review, Journal of World Business, Journal of Organizational Behaviour, Human Resource Management, Organization Studies, Strategic Management Journal, and Academy of Management Learning & Education.

Anne-Wil also has a keen interest in issues relating to journal quality and research performance metrics. In this context she is the editor of the Journal Quality List, the provider of Publish or Perish, a software program that retrieves and analyses academic citations, and the author of "The Publish or Perish Book: Your guide to effective and responsible citation analysis".

Professor Ashly Pinnington is the Dean of the Faculty of Business at the British University in Dubai and Professor of Human Resource Management. Professor Pinnington is also an Honorary Fellow at the Manchester Business School, The University of Manchester; and a Visiting Professor, Faculty of Economics, University of Ljubljana, Slovenia.

He has worked mainly in the UK, Australia and the UAE, and co-edited and authored books for *Sage*, *McGraw-Hill and Oxford University Press*. Professor Pinnington's current research interests include: Social Responsibility, Ethics and IHRM, Leadership Development, and the Management and Internationalization of Professional Service Firms. He has published articles on these and other topics in numerous journals including: the *British Journal of Management, Journal of Management Studies, Organization Studies, Human Relations, Gender Work & Organization, Leadership, and the International Journal of Project Management.*

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