WORKING INTERNATIONALLY

Expatriation, Migration and Other Global Work

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Managing expatriates and other ‘traditional’ internationally mobile workers is a significant part of many academic programmes and the focus of some specialist ones. But we cannot answer the big questions about working internationally if we exclude from our teaching people who do not fit into our usual conceptions and assumptions about who it is that organizations employ.

Written by two of the most frequently published authors in the field, this is the only textbook to specialise in all the widely-accepted types of international work such as high-status expatriation, international business travel, short-term project work, and international commuting, while also covering the management of low-status expatriates, qualified immigrants, economic and low-skilled migrants, and refugees. Topics include cost effective global HRM, value and return on investment, localisation, home- and host-based compensation, talent management, human rights, safety and security, and duty of care – all examined from the differing perspectives of organisational practitioners and international workers and their families.

In nine clear chapters, this book covers everything that a teacher or student of expatriation and global mobility needs to know, with each chapter written specifically as a primer for teaching sessions. Chapters are research-led and data driven, outlining current research on the topic. Included for each chapter are learning objectives, chapter summaries, key theories, detailed reference lists, additional reading lists, high-quality diagrams and tables, class activities, and reflective questions suitable for exam preparation. Supplemented with consulting reports and surveys that are highly applicable to (working) MBA students, this is the ideal textbook for any contemporary course in expatriate management or international HRM needing to take it to the next level.