

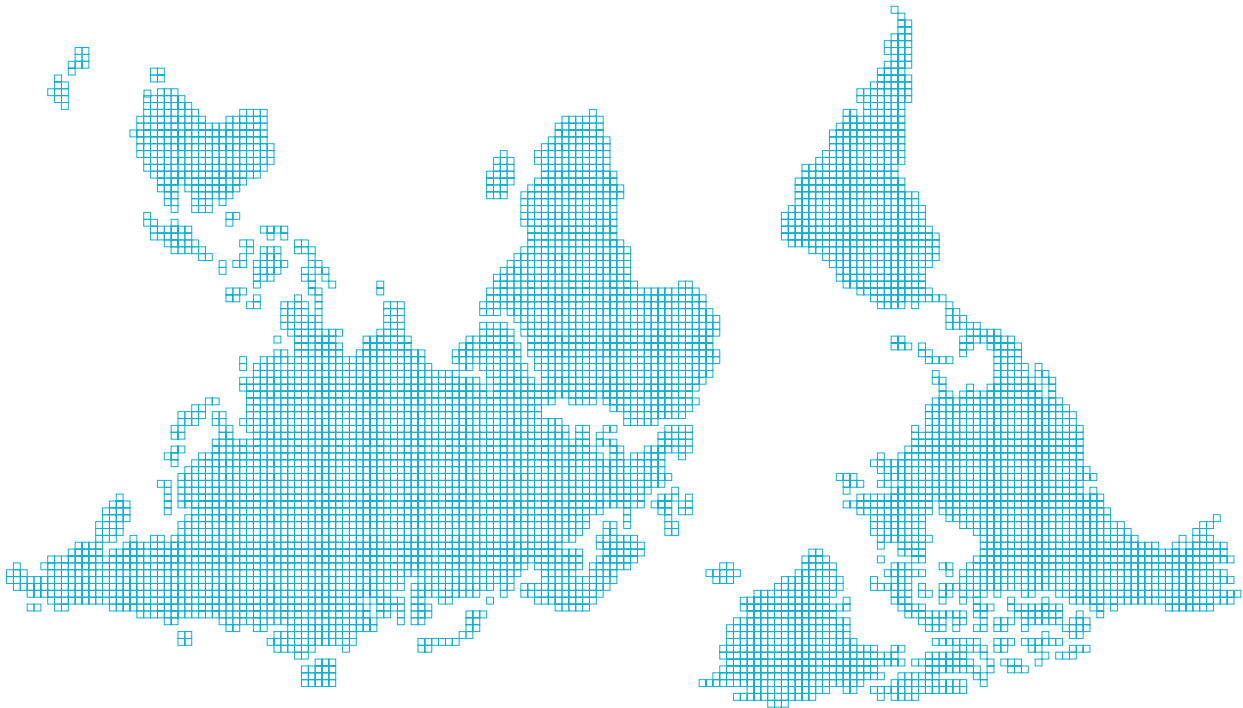
Global HR



PRACTITIONER HANDBOOK

VOLUME 2

Lisbeth Claus, Editor-in-Chief



RETHINKING THE WORLD

RETHINKING HR



PREFACE TO VOLUME TWO

Globalization, information technology and the world economic crisis are dramatically transforming the world of work and the worker. In this second volume of the *Global HR Practitioner Handbook*, the focus is on both advanced and specialized topics that global HR professionals must understand to add value to their global organizations. The core of the global HR practitioner's role revolves around managing human capital to attain the strategic objectives of the global organization and meet local, regional and global talent needs. The first four modules in this volume deal with specific talent management challenges and opportunities in China (Olsby and Monaghan), India (Woodard), the Arab Gulf states (Aljoffe and Claus) and the emerging African markets (Nigussie and Claus). Long-term international assignment (O'Connor), and especially the management of policy, benefits and compensation considerations, continue to be a major challenge for global organizations as they send ever more employees to far-flung locations and are concerned about the rising costs of expatriation. With more and more employees who are born, have studied or lived abroad, global employers are also finding it increasingly complex to conduct background checks in the same way as they are accustomed to in their domestic markets. Hence a module on the intricacies of international employment background checks (Rosen and Claus). The last three modules are more specialized and deal with compliance with the French handicap law (Willot), the rise of global volunteerism (Maletz) and issues related to global work-life balance and stress management (Nixon and Claus). Taken together, these nine modules in volume two should provide global HR practitioners with a broad range of challenges not often discussed in traditional global HR texts from the same vantage point, namely:

- Why is this global HR topic important to successful global organizations?
- What are the major issues related to this topic?
- What are current leading practices?
- What is the role of global HR and what competencies are needed to effectively address these issues?

The publication of the *Global HR Practitioner Handbook* would not have been possible without the help of many people. No institutional funds, grants or other forms of sponsorship were used for the publication of either volume one or two. All work continues to be done on a volunteer basis by a dedicated team of people who have bought into the mission of the Global Immersion Press to promote the teaching and learning of global HR. The proceeds of the sales of each volume (as a book and individual modules) are simply reinvested to fund the costs associated with the publication of subsequent volumes.

I am grateful to the global HR practitioners from around the world who responded to my invitation to prepare a manuscript and generously contributed their time and knowledge of global HR (Abdussalam Aljoffe, Ashley E. Nixon, Carol Olsby, Charlotte Willot, Danielle Monaghan, Ezra Nigussie, Lester Rosen, Nina Woodard, Sophia Maletz and Thomas O'Connor). I also wish to gratefully acknowledge the contributions of Brad Boyson, Brian Harris, Christian Ermgods and Robert Hector for their subject matter expertise and valuable suggestions as pre-publication reviewers of certain specialized modules. It has been a privilege for me to know these contributors as students and colleagues for many years and work with them on this project. Several professionals at the Global Immersion Press contribute—on a volunteer basis—to the practical implementation of the *Global HR Practitioner Handbook* in addition to their full-time jobs: Robin Hector Vota (contributing editor), Jason Petz (graphic designer), Mary Stout (end-note checker), Robert Hector (item writer), Tina Alexander (social media promotions) and Kalen Herrmann-Mowling (webmaster). I am very grateful for their many contributions and support. The excitement generated by volume one has encouraged the team to move beyond the basics and develop more advanced and specialized modules. As volume two is released, we are already actively working on volume three. Our goal is to provide learning modules on all subject matters related to the codified global HR body of knowledge and continue to release a new volume at least once a year. Whether you are interested in the field of global HR as a student, using the modules as a GPHR preparation supplemental tool and for continuous education, or simply the joy of learning, the 23 global HR modules on different topics now available in the *Global HR Practitioner Handbook* (volumes one and two) should provide you with a valuable personal development resource. We also hope that you will become part of our global HR community of interest, refer other global HR practitioners to this learning resource and visit us at:

Website: www.globalimmersionpress.com

LinkedIn: www.linkedin.com/groups?gid=4931627,

Facebook: www.facebook.com/GlobalImmersionPress

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Lisbeth Claus, Editor-in-Chief

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