

CAREERS AND TALENT MANAGEMENT

A Critical Perspective

Cristina Reis



Careers Talent Management Critical Perspective

**David H. Montross, Christopher J.
Shinkman**



Careers Talent Management Critical Perspective:

Careers and Talent Management Cristina Reis, 2015-12-07 *Careers and Talent Management* challenges and deconstructs the notion of the perfect career in order to provide new perspectives on talent management and career creation. It argues that the skills that organizations typically look for as indicative of superstar performance are not necessarily those that lead to competitive advantage. Attracting and retaining talent is both challenging and complex for organizations since it is not known especially at the top level which employee skills will be most valuable in helping the organization be competitive globally. In this thoughtful book, Reis bucks the trend on emerging super talents, critically analyzing topics related to the field of general management, careers and talent management such as leadership, entrepreneurship, gender and diversity to demonstrate the range of employee skills that can benefit an organization globally. Chapter focuses include global entrepreneurship, remote business practices and social responsibility. These new perspectives on talent management will help students of human resource management think critically about the implications of pursuing or encouraging a perfect career trajectory.

Careers Without Borders Cristina Reis, Yehuda Baruch, 2013-05-02 *Careers without Borders* analyzes the challenges, debates and developments in global careers using a critical management perspective. Starting in the early nineties, the flow of information became more fluid and with this, managers and professionals started operating across borders, crossing different contexts in greater numbers than ever before. In this edited collection, contributors from around the world examine how context, culture and social relations of power all impact on how professionals interact with new structural and ideological frameworks. Issues such as regulation and law, policies, history, identities and inequalities are explored. The book covers a wide range of countries including USA, China, Brazil, Ghana and Hungary, offering strong theoretical analyses as well as practical implications. This book aims to help students and managers understand the career issues involved when they do business in other countries. It will appeal to students on human resource management or international business courses.

Value Creation in International Business Svetla Marinova, Jorma Larimo, Niina Nummela, 2016-11-04 This edited collection brings into focus the meanings, interpretations and the process of value creation in international business. Exploring value creation in the context of emerging and developed economies, Volume 1 takes the perspective of multinational firms and examines various modes of foreign market servicing, varying from exporting to joint venture, mergers and acquisition and strategic alliances. Providing theoretical and practical insights, the authors open an intellectual debate into what value is and how it is created through the internationalization activities of firms. *Value Creation in International Business* is a pioneering two-volume work intended to provoke theoretical and empirical development in International Business research. Moreover, it is intended as a bridge between concepts derived from general business firm level research agendas such as value creation and business model and internationalization approaches and activities of firms.

Career Craft Dr Kiran Chitta, Nomita Nair, 2026-01-28 *Career Craft* is a dynamic approach to leading yourself. This approach reflects

the very challenging psychological realities of working professionals today It will help you plan and manage your career effectively throughout life with special relevance for early mid career professionals Drawing heavily on vocational psychology and career development literature robust theory and research it provides an evidence based framework which can be absorbed and applied immediately while also having depth Section 1 explores the why of Career Craft reviewing the contemporary context for careers to explain why career self management is a crucial life skill Section 2 shares the what of Career Craft outlining and illustrating through detailed case studies five key aspects of career self management Section 3 covers the how of Career Craft giving real depth on the practical skills and tools that will help you move forward Career Craft challenges common assumptions It is relevant to you if you cannot be categorised neatly or if you are contemplating an international career Career Craft helps you grow self awareness and confidence in managing your career your way

Research Handbook of Expatriates Yvonne McNulty, Jan Selmer, 2017-05-26 In the Research Handbook of Expatriates Yvonne McNulty and Jan Selmer have created a seminal work that should be on the bookshelf of all social scientists who work in the field of expatriation More senior scholars will appreciate the deep dive each chapter takes into the literature each one acting as a reservoir they can draw from to powerfully inform their future research efforts Doctoral students and newly minted PhDs will find this book to be especially valuable the final chapter of the book alone provides inestimable career and how to publish guidance for them in the field of expatriation The coverage of the history construct milieu research methodologies and issues is the best I have come across in a single volume in over 30 years of working in the field In short this is a monumental contribution to the study of expatriates and global mobility Mark E Mendenhall University of Tennessee McNulty and Selmer's edited volume does a wonderful job of consolidating and integrating everything we know about expatriates and their different types This long overdue Handbook featuring chapters by top researchers lays a trail for scholars to further advance the study of expatriates Joyce Osland San Jose State University McNulty and Selmer's edited book of readings on virtually all aspects of expatriates deserves a prominent place in the library of researchers and practitioners interested in this subject The Handbook provides a historical overview as well as the latest trends in expatriate studies and concludes with useful guidelines on how to conduct as well as improve the quality of research in this field Rosalie L Tung Simon Fraser University Canada Constituting a comprehensive and carefully designed collection of contributions the Research Handbook of Expatriates provides a nuanced and up to date discussion of expatriates Theoretically broad and groundbreaking it offers important and contemporary insights into emerging areas of research warranting future consideration Drawing upon a range of perspectives from the field's most distinguished academics contributions review the history of the literature in relation to expatriates from the development of the expatriate construct through to the current state of research on business expatriates Subsequent chapters progress into detailed examinations of the various types of business expatriates including LGBT self initiated expatriates female assignees inpatriates international business travellers

and commuters and millennials Other themes include expatriate performance adjustment expatriates to and from developing countries global talent management and expatriates safety and security The Research Handbook also covers expatriates in diverse communities such as education military missionary sports and Aidland and provides additional commentaries relating to methodological issues research with practitioners case studies biculturals and ATCKs and global families The Research Handbook concludes with publishing advice for PhD and early career researchers Stimulating insightful new areas of study this collection is a must read for academics and scholars in the field of expatriate research international management global human resource management and business administration It also offers a wealth of guidance for executives and recruiters along with expatriates and professionals who may expatriate Contributors M Andresen C Brewster L Care J L Cerdin L Clarke D G Collings M Collins A Corbin M Crowley Henry M Dickmann H Dolles R Donohue C Doss B Egilsson A Fee K L Fisher K J Hanek A Haslberger T Hippler K Hutchings M Isichei J Luring L M kel R McPhail S Michailova M Moeller B Oberholster

International HRM and Development in Emerging Market Multinationals Paresha Sinha, Parth Patel, Verma Prikshat, 2021-12-21 Emerging multinational enterprises or EMNEs have made a huge impact on the international business stage by internationalising at a rapid rate And they have performed remarkably well in both developing and developed countries Accordingly there is a growing strand of literature on how EMNEs manage their international human resource IHRM practices in different international contexts However the majority of the literature on IHRM practices of EMNEs is limited to explaining what international management practices EMNEs implement in their foreign subsidiaries and how they implement them Too often EMNEs struggle to transfer their weak management practices across national borders as they have limited experience resources and capabilities when compared to MNEs from developed countries Developing a better understanding on the manner in which EMNEs adopt their international human resource management and development practices abroad is therefore paramount to fully understand their globalisation related behaviours This dedicated book will aim to provide a holistic picture and contemporary insights on IHRM in emerging multinational enterprises It will be of interest to researchers academics and students in the fields of business and management especially those with a particular interest in human resource management firm internationalisation and emerging markets Handbook of Human Resource Development Neal F. Chalofsky, 2014-10-07 Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development Neal Chalofsky Tonette Rocco and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives Topics addressed form a comprehensive view of the HRD field and answer a number of key questions Nationally and internationally how does HRD stand with regard to academic study and research What is its place in the professional world What are the philosophies

values and critical perspectives driving HRD forward What theories research initiatives and other ideas are required to understand HRD and function successfully within this field As the industry grows what are the challenges and important issues that professionals expect to face What hot topics are occupying these professionals now The Handbook s insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry as a field of research and for future professional success **Career Development** David H. Montross, Christopher J. Shinkman, 1992

Workforce Management , 2008 Career Counseling Norman C. Gysbers, Mary J. Heppner, Joseph A. Johnston, 2009 This book presents a practice focused approach to career counseling that will help you expand your understanding of career development and enhance the skills and techniques in your career counseling repertoire It incorporates the most widely used traditional career counseling practices with new and emerging career development concepts making it an exceptional text for both counselors in training and seasoned practitioners The in depth examination of career counseling interventions provided including the strengths based approaches suggested by the positive psychology movement will help you deliver the best counseling services possible and empower your clients to reach their career goals Topics discussed include traditional and postmodern career theories and approaches counseling an increasingly diverse workforce and addressing cultural context issues such as race class gender and disability forming a productive alliance with the client gathering client information using assessment inventories and instruments developing client action plans and navigating the termination process Publisher s description Leisure, Recreation, and Tourism Abstracts , 2009-03 Human Resource Management in a Global Context Robin Kramar, Jawad Syed, 2012-01-12 A global contemporary and critical view of human resource management Using international examples and case studies this text covers the basic principles of HRM whilst exposing students to real world issues facing managers on a daily basis This text is essential reading for anyone who wants to understand and engage critically with HRM globally **Management** Richard L. Daft, 2000 This edition aims to equip students with a solid foundation in the essentials of an introductory management class and introduces students to current trends theories and issues in the dynamic field of management Real world examples are featured in the text Career Development at Work European Centre for the Development of Vocational Training, 2008 Recoge 1 Introduction 2 Employer practice 3 The role of intermediaries 4 The role of public policy 5 Main findings **Southern Economist** , 2009

International Abstracts of Human Resources , 2006 **Academy of Management Annual Meeting** Academy of Management, 2010 *Global Talent Management* Hugh Scullion, David Collings, 2011-04-27 The issue of global talent management has become an important area for multinational enterprises and researchers for a number of reasons First there is a growing recognition of the key role played by globally competent managerial talent in the success of the MNE Second MNEs are facing severe problems in recruiting and retaining the necessary managerial talent for their global operations Third competition between employers has become more generic and has shifted from the country level to the regional and

global levels **Proceedings of the United States Naval Institute** United States Naval Institute,2016 Career
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