

1. Record Nr.	UNICAMPANIASUN0131939
Autore	Watts, Richard A.
Titolo	Vasculitis in Clinical Practice / Richard A. Watts, David G. I. Scott, Chetan Mukhtyar
Pubbl/distr/stampa	Cham, : Springer, 2015
Edizione	[2nd ed]
Descrizione fisica	xx, 220 p. : ill. ; 24 cm
Altri autori (Persone)	Scott, David G. I. Mukhtyar, Chetan
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
2. Record Nr.	UNINA9910463104103321
Autore	McNulty Yvonne
Titolo	Managing expatriates [[electronic resource]] : a return on investment approach / / Yvonne McNulty, Kerr Inkson
Pubbl/distr/stampa	[New York, N.Y.] (222 East 46th Street, New York, NY 10017), : Business Expert Press, 2013
ISBN	1-60649-483-X
Edizione	[1st ed.]
Descrizione fisica	1 online resource (264 p.)
Collana	Human resource management and organizational behavior collection, , 1946-5645
Altri autori (Persone)	InksonKerr
Disciplina	331.62
Soggetti	Foreign workers International business enterprises - Employees Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Part of: 2013 digital library.
Nota di bibliografia	Includes bibliographical references (p. 215-226) and index.
Nota di contenuto	Part 1. Expatriation and return on investment -- 1. Basics of

expatriation -- 2. Expatriation and ROI -- Part 2. Understanding expatriates -- 3. Expatriate compensation -- 4. Expatriate families -- 5. Global careers -- 6. Expatriate psychological contracts -- Part 3. Managing expatriation using ROI -- 7. A new model of expatriate ROI -- 8. Evaluating expatriate ROI -- 9. Five core principles for effective eROI -- Appendix A. Mobility managers study -- Appendix B. Expatriate employees study -- Appendix C. Trailing spouses study -- Notes -- Glossary -- References -- Index.

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**Sommario/riassunto**

Expatriation is a big topic and is getting bigger. Over 200 million people worldwide now live and work in a country other than their country of origin. Tens of billions of dollars are spent annually by organizations that move expatriates around the world. Yet, despite the substantial costs involved, expatriation frequently results in an unsatisfactory return on investment (ROI), with little or no knowledge as to how to improve it. Why is this so? The problem overwhelmingly lies in the poor delivery of effective expatriate management which is frequently handicapped by a lack of understanding of international careers and the forces that drive competition in the "global war for talent," an increasingly short-term profit-driven focus and a failure to adopt the rational strategic approach that organizations automatically apply to other areas of their business.

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