

1. Record Nr.	UNINA9910954089203321
Titolo	Best human resource management practices in Latin America / / edited by Anabella Davila and Marta M. Elvira
Pubbl/distr/stampa	London ; ; New York, : Routledge, 2009
ISBN	1-135-23977-0 1-282-15118-5 9786612151187 0-203-86668-1
Edizione	[1st ed.]
Descrizione fisica	1 online resource (209 p.)
Classificazione	85.62
Altri autori (Persone)	DavilaAnabella ElviraMarta M. <1965->
Disciplina	658.30098
Soggetti	Personnel management - Latin America
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Book Cover; Title; Copyright; Contents; Illustrations; Contributors; Foreword; 1 Best HRM practices in Latin America: An introduction; 2 Stakeholder management: The case of Aracruz Celulose in Brazil; 3 The strategic importance of close employment relations in conflict-ridden environments: Three cases from Colombia; 4 Stakeholders' perspective and strategic human resource management: Lessons from a Colombian case study; 5 Learning best human resource management practices from Spanish multinationals in Latin America: A case study of Telefonica 6 Consistency of business strategy, post-acquisition integration, and management of people: Developing an HRM best practice 7 Human resource practices and business performance: Grupo San Nicolas; 8 HRM systems in Mexico: The case of Novo Nordisk; 9 Performance management in knowledge-intensive firms: The case of CompuSoluciones in Mexico; 10 Walking the talk of safety in South America; 11 Executive staffing practices in US-Mexican joint ventures: A staffing model for IJV executives; 12 Western ethical theories and their relevance to HRM in Latin America 13 Business schools in Latin America: Global players at last? 14

Sommario/riassunto

Latin America today presents a dynamic but challenging business landscape. Although foreign investment in the region has risen, Asia's increasing role in the global economy is a challenge to Latin America's competitiveness. At the same time, Translatina firms - Latin American trans-national companies - continue to grow in capital and influence. This original collection explores the tensions between the strategic HRM policies demanded by global competition and local approaches rooted in Latin American cultural values. The book uses a selection of real-life case studies, plus qua