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## ABOUT THE AUTHORS

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In 2007, Dr. Benson was the program chair for the International Human Resource Management Conference when it was held in Tallinn, Estonia, under sponsorship of the Estonian Business School. In 2009 he served as conference chair for the same conference when it was held in Santa Fe, New Mexico, under sponsorship of New Mexico State University.

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Among his recent books are *Managing Human Resources in Central and Eastern Europe* (Routledge, 2009), *International Human Resource Management and International Assignments* (Palgrave Macmillan, 2006), *New Directions in Expatriate Research* (Palgrave Macmillan, 2006), *Global Industrial Relations* (Routledge, 2006), *Human Resource Management in Europe: Evidence of Convergence* (Butterworth-Heinemann, 2004), and *New Challenges for European Human Resource Management* (Palgrave Macmillan, 2000).

His current research interests include human resource management in MNCs in Europe, international assignments and intercultural transition adjustment, and he works collaboratively with a network of international scholars on investigating these issues. He is associate editor of the *Journal of Managerial Psychology*, *Regional Editor of the European Journal of International Management* and is a member of the editorial board of nine other international journals. He is the 2007-2010 chair of the Irish Academy of

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*Emerging Themes in International Management of Human Resources* is the third volume in the Research in Organizational Analysis series. This volume investigates important human resource management (HRM) issues within an international context. The papers in this volume provide insight into several HRM areas. First, the international context's effects on management knowledge transfer, privatization of traditionally governmental services, and the relation between social capital and organizational diversity is considered. The second part of this volume is concerned with the issue of staffing in international organizations with special emphasis on HRM selection and termination practices for the cross-national company. Third, women's issues in the international firm are explored. Gender issues such as flexible work arrangements and the role of culturally defined gender egalitarian values on role differences among women and men managers are investigated. Finally, the volume explores the issues of expatriation and repatriation among firms. It explores the role of psychological contracts in supporting successful expatriate experiences, how repatriate support practices influence repatriate organizational commitment, turnover intentions and career success, and an investigation of repatriation as sense-making process are discussed. This volume provides a good basis for understanding how HRM practices are affected by cross-cultural differences and provides insight into best HRM practices for the international organization.

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