ABOUT THE AUTHORS

Maike Andresen, is professor of human resource management at Otto-Friedrich-University, Bamberg where she has held the chair since 2009. She received a diploma in business administration, Roman languages and literature, and business pedagogics in 1999 from the University of Hamburg/D and a PhD in business administration from the University of the Federal Armed Forces/D in 2003. In 2008 she habilitated at Helmut-Schmidt-University/D in Business Administration, particularly Human Resource and International Management, and received the Venia legendi. Her research interests are in the areas of expatriation management, psychological contracts, organizational and individual learning, diversity management, and working time flexibility. Contact: T: +49-(0)40-6541-2335 F: +49-(0)40-6541-2891 E: Maike.Andresen@hsu-hh.de

Phillip G. Benson is currently professor of management at New Mexico State University, where he teaches and conducts research in areas related to human resource management, organizational behavior, and international management. His PhD was awarded at Colorado State University in the field of industrial/organizational psychology. Dr. Benson has twice been a Fulbright Scholar; in 2003 he was a visiting professor at Al Akhawayn University in Ifrane, Morocco, and in 2010 he was a visiting professor at ISM University of Management and Economics in Vilnius, Lithuania.

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.

**Ramudu Bhanugopan,** PhD, is a full time lecturer in the School of Business at Charles Sturt University in New South Wales Australia. He is located at the Wagga Wagga campus. Dr. Bhanugopan has authored and coauthored numerous papers, presentations and reports. His research interests include cross-cultural leadership, expatriate management, the selection and career management of cross-border managers; and the effective preparation and adjustment of managers and analysis of the trailing spouse on cross-border assignments.

**Julia Brandl** is an Austrian Science Fund Research Scholar in the Department of Management at the Vienna University of Economics and Business (WU Vienna) and a lecturer at the University of Innsbruck. She was a visiting scholar at Stanford University in 2007 and 2008. Her research interests include comparative human resource management, the human resource profession, women in management, performance evaluation, and organizational theory. She has published in journals including *Human Resource Management, International Journal of Human Resource Management, Human Resource Management Journal, Business Research, Journal of Management Inquiry, Gender in Management*, and *Voluntas*.

**Julie Cogin,** PhD, is associate professor and associate head of school, organization and management at the Australian School of Business, University of New South Wales located in Sydney Australia. Associate professor Cogin’s research and publications focus on topics related to strategic human resource management and firm performance, the selection and performance of cross-border managers and deviant behavior in organizations. She teaches full-time MBA students and EMBA students.

**Colette Darcy,** PhD, is a lecturer at the National College of Ireland where she is currently the program director for the MA in HRM and MA in human resource strategies. Dr. Darcy is a former government of Ireland scholar and was awarded the European Foundation for Management Development (EFMD)/ Emerald Outstanding Doctoral Thesis Award for her research examining employee fairness perceptions and claiming behavior.

Her research interests extend to organizational justice, work-life balance and the changing nature of employment. She is a coauthor of the
book *Work Life Balance; Policies & Initiatives in Irish Organizations*, Oak Tree
press, Cork and has published her work in a number of academic journals
including the *European Journal of Industrial Training* which awarded her
the Outstanding Paper Award Winner at the Literati Network Awards for
Excellence 2008.

**Alan Fish**, PhD, is professor of human resource management in the
School of Business at Charles Sturt University in New South Wales Aus-
tralia. He is located at the Wagga Wagga campus. Professor Fish has
authored and coauthored over 100 papers, book chapters, presentations,
and technical reports. His research interests include the selection and
career management of cross-border managers, the effective preparation
and adjustment of managers and trailing spouses for cross-border assign-
ments, as well as the strategic use and implications of cross-border assign-
ments to improve both business and individual performance

**Thomas Garavan** is professor and associate dean, postgraduate studies
and executive education, Kemmy Business School, University of Limerick.
A graduate of the University of Limerick (BBS, 1982; MBS, 1985) and the
University of Bristol (Doctor of Education, 1996), he has authored or co-
authored 14 books and 100 refereed journal papers and book chapters.

Thomas is a Fellow of the Irish Institute of Training and Development
(FIITD) and a member of the Chartered Institute of Personnel and Devel-
opment (MCIPD). He is also a member of the Society of Industrial and
Organisational Psychologists (United States) and a board member of both
the Academy of Human Resource Development (AHRD) and the Univer-
sity forum for human resource development. Thomas is currently editor
and chief of the *Journal of European and Industrial Training* and associate edi-
tor of *Human Resource Development International*. He has examined doctoral
theses at a number of leading universities and business schools, including
the Swinburn University of Technology, Australia, University of Leicester,
University of Plymouth, University of Leeds and Northumbria University.

**Markus Göbel** received a diploma in business administration in 1994 from
the University of Wuppertal/D and a PhD in business administration from
the German University of Administrative Science Speyer in 1999. In 2007
he worked at Helmut-Schmidt-University/D in Business Administration,
particularly Organization and Strategic Management, and received the
Venia legendi. Since 2009 he is professor in management at Hochschule
Fresenius-University of Applied Sciences Hamburg/D. His research inter-
est include expatriation management, psychological contracts, multicase
analysis, interorganizational relations, exchange theory and new public
management. Contact: T: +49-(0)40-42838-4647 F: +49-(0)40-42838-7433 E: Markus.Goebel@hsu-hh.de

Christiana Ierodiakonou, MS, is a doctoral student in Leeds University Business School and a special scientist at the University of Cyprus. She has participated in various international conferences, including the Academy of Management Conference, the International HRM Conference, and the Gender, Work and Organisation Conference. Her research interests include women’s work-life choices, gender identities, organizational flexibility, welfare state regimes, and agency/structuration theories. Contact: Department of Public and Business Administration, University of Cyprus., P.O. Box 20537, 1678 Nicosia, Cyprus. E-mail c.ierodiakonou@ucy.ac.cy

Gráinne Kelly is a postdoctoral research fellow at the Learning, Innovation and Knowledge (LInK) Research Centre, Dublin City University, Ireland. She is currently involved in the IRCHSS/ESARC funded project titled “Knowledge-Intensive Firms in the UK and Ireland: Influences, Strategies and Skills.” She obtained first class honors in her bachelor of business studies degree and her PhD from the University of Limerick, Ireland. Her PhD research thesis is in the area of international management and is titled “On the Value of Cognitive Sense Making Theory in Modelling the Dynamics of International Executive Repatriation.” Over the period of her doctorate at the University of Limerick she has tutored on a wide variety of modules including organizational behavior and strategic human resource management. She was also a lecturer on the Personnel Management Practice Module on the master’s for SME Programme at the University of Limerick. Gráinne is a member of the American Academy of Management (AoM), the Irish Academy of Management (IAM) and the European Institute for Advanced Studies in Management. She is an affiliate member of the CIPD. Her research interests include international management and the intercultural adaptation processes of international executives, and the role of HRM and organizational performance in knowledge intensive firms. Contact: Tel: +35361202666 Fax + 252 61 202572 E-mail grainne.kelly@ul.ie

Ann Lawrence is a senior lecturer in human resource management in the Deakin Business School at Deakin University, Melbourne, Australia. Ann has coauthored research papers, book chapters, and presentations in various aspects of human resource management, human resource development and organizational change. Her recent research interests include individual and organizational values, organizational commitment, and business ethics.
Wolfgang Mayrhofer is professor of business administration and holds a chair for management and organizational behavior at WU Vienna, Austria. Previously he held teaching and research positions at the University of Paderborn and the Dresden University of Technology, both in Germany. His research interests focus on international comparative research in human resource management and leadership, careers, and systems theory. He has coedited, coauthored and authored 24 books and more than 150 book chapters and peer reviewed articles. He regularly conducts training for both public and private organizations, especially in the area of outdoor training.

Jane L. Menzies is a lecturer in international business at the Deakin Business School at Deakin University. Dr. Menzies was awarded her PhD at Monash University in 2005. Her PhD research focused on the participation of women in international assignments in multinational enterprises. She has published her work at both national and international conferences, and has received media attention for research and studies in Australia. Her areas of research are diverse and include expatriation and repatriation, entry modes of international businesses, event management, and the transition of international students.


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
Astrid Reichel works as an assistant professor in the Department of Management at the Vienna University of Economics and Business (WU Vienna). She received her master’s and doctoral degrees in social and business sciences from the University of Vienna. Her research focuses on international and comparative human resource management, professionalization and status of HRM, the HRM-performance link, and careers. E-mail: astrid.reichel@wu-wien.ac.at

Peter K. Ross is a senior lecturer at the Department of International Business and Asian Studies, Griffith University, Australia, where he graduated with a PhD in 2003. Dr. Ross has conducted extensive research in telecommunications deregulation and associated employment relations (ER) and international human resource management (IHRM) practices in Australia, New Zealand and Eastern Europe. He has published papers in prominent academic journals in the field of employment relations including the International Journal of Human Resource Management and Industrial and Labor Relations Review. Dr. Ross is currently researching HRM issues related to managing information, communication and technology (ICT) workers in the Australian and Malaysian ICT sector. Contact: Tel: +61 (0)7 373 57533, Fax: +61 (0)7 373 55111 E-mail: p.ross@griffith.edu.au


Charles M. Vance is a professor of management and human resources at Loyola Marymount University in Los Angeles, where he has taught at executive, MBA, and undergraduate levels. His research, teaching, and consulting have focused on training, knowledge management, and broader HR issues in the global marketplace. In 2005 and 2006 he held U.S. Fulbright Scholar teaching and research appointments in Austria and China. He has recent publications in such journals as Journal of World Business, Academy of Management Learning and Education, Journal of Managerial Psychology, Thunderbird International Business Review, International Journal of Cross Cultural Management, and International Journal of Human
Resource Management. He is the author/editor of three books, including Managing a Global Workforce (2nd edition) (M.E. Sharpe), Smart Talent Management: Building Knowledge Assets for Competitive Advantage (Edward Elgar Publishing), and Mastering Management Education (SAGE). Phone: (310) 338-4508 Fax: (310) 338-3000 E-mail: cvance@lmu.edu

Judith W. Weisinger, PhD, is associate professor of management at New Mexico State University. She received her PhD in management from Case Western Reserve University. Her current research interests involve examining conceptualizations of organizational diversity and the relationship between diversity and equality in the United States and Europe. She is also working on research concerning the role of social capital in organizational diversity.
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.