

Call for Chapters

Publication: International Business and Management Series (Emerald)

Title: Global Talent Management and Staffing in MNEs

Guest Editors

Ying Guo
Peter J. Dowling
Hussain G. Rammal

University of South Australia
La Trobe University
University of South Australia

The ability of MNEs to attract, develop, manage and retain talent across its global network can be a source of competitive advantage (Collings & Mellahi, 2009; Tarique & Schuler, 2010). Talent management involves managing employee development in a global context and staffing the worldwide operations of the MNE (Collings, 2014; Sidani & Al Ariss, 2014).

Historically, expatriate assignments were for an extended period of time. However, the high cost associated with expatriate assignments has forced MNEs to use short-term international staffing arrangements (Collings, Scullion, & Morley, 2007; Reiche, Kraimer, & Harzing, 2011). These alternative arrangements include short-term commuter assignments and virtual assignments (Collings, et al., 2007; Dowling, Festing, & Engle, 2013). MNEs are now more focussed on developing and using the global talent pool rather than sending expatriates for specific tasks (Sparrow, Scullion, & Tarique, 2014).

For this volume, we invite chapters on issues relating to talent management in MNEs with an emphasis on global mobility from organizational, individual and contextual perspectives. From the organizational perspective, we are interested in topics related to the arrangement and management of various workforce patterns in the global operations of MNEs. We are also interested in exploring how expatriates develop their careers through international assignments (Bonache, Brewster, & Suutari, 2001; Dickmann & Harris, 2005). From a contextual perspective, issues related to talent management by MNEs in both developed and emerging economies are also of interest (Farndale, Scullion, & Sparrow, 2010).

We invite conceptual and empirical submissions that address the following topics (but are not limited to):

What is the role of HR in implementing and facilitating global staffing and talent management in MNEs?

What are the antecedents and outcomes of talent management and global staffing at individual, organizational and country level?

How do contextual factors influence talent management and staffing in MNEs?

What influences MNE global staffing choices with respect to parent country nationals (PCNs), third country nationals (TCNs) and host country nationals (HCNs)?

Submission Information:

Authors should submit an electronic copy of their chapter (up to 9,000 words in length) to the Guest Editors of the volume (ying-guo@hotmail.com).

Submission deadline for chapters: 1 September 2015

Submission deadline for revised chapters: 30 November 2015

The International Business and Management series applies a truly international perspective to the study of international business, with a special emphasis on management and marketing issues and aims to advance the frontiers of knowledge in this fast developing field. Further information on the International Business and Management Series can be found

at: <http://www.emeraldinsight.com/series/ibm>

References:

- Bonache, J., Brewster, C., & Suutari, V. (2001). Expatriation: A developing research agenda. *Thunderbird International Business Review*, 43, 3-20.
- Collings, D. G. (2014). Integrating global mobility and global talent management: Exploring the challenges and strategic opportunities. *Journal of World Business*, 49, 253-261.
- Collings, D. G., & Mellahi, K. (2009). Strategic talent management: A review and research agenda. *Human Resource Management Review*, 19, 304-313.
- Collings, D. G., Scullion, H., & Morley, M. J. (2007). Changing patterns of global staffing in the multinational enterprise: challenges to the conventional expatriate assignment and emerging alternatives. *Journal of World Business*, 42, 198-213.
- Dickmann, M., & Harris, H. (2005). Developing career capital for global careers: The role of international assignments. *Journal of World Business*, 40, 399-408.
- Dowling, P., Festing, M., & Engle, A. (2013). *International Human Resource Management* (6th ed.). London: Cengage Learning.
- Farndale, E., Scullion, H., & Sparrow, P. (2010). The role of the corporate HR function in global talent management. *Journal of World Business*, 45, 161-168.
- Reiche, S. B., Kraimer, M. L., & Harzing, A.-W. (2011). Why do international assignees stay? An organizational embeddedness perspective. *Journal of International Business Studies*, 42, 521-544.
- Sidani, Y., & Al Ariss, A. (2014). Institutional and corporate drivers of global talent management: Evidence from the Arab Gulf Region. *Journal of World Business*, 49, 215-224.
- Sparrow, P., Scullion, H., & Tarique, I. (2014). *Strategic talent management: contemporary issues in international context*. Cambridge: Cambridge University Press.
- Tarique, I., & Schuler, R. S. (2010). Global talent management: Literature review, integrative framework, and suggestions for further research. *Journal of World Business*, 45, 122-133.