Research Handbook of International Talent Management

Edited by Yipeng Liu, Professor in Management and Organisation Studies and Director, Centre for China Management and Global Business, Henley Business School, University of Reading, UK

International talent management has become a critically important topic for scholarly discussion, in policy debates, and among the business community. Despite this, however, research into talent management tends to lack theoretical underpinnings, especially from an international, multidisciplinary, and comparative perspective. This Research Handbook fills this gap, bringing together a range of leading researchers, scholars, and thinkers to debate and advance the conceptualization and understanding of this multifaceted subject.

‘This very important book, edited by Yipeng Liu, explores the issues surrounding talent management in a global context, from international work arrangements to managing expatriates to corporate governance to the changing role of the manager and the “global war for talent”.’
– Sir Cary Cooper, CBE, University of Manchester, UK

‘An excellent aid for anyone seeking to better understand the importance of talent and how flows of human capital will shape future development. Adopting an interdisciplinary approach, the text provides a unique systematic analysis of the theory, practice, and impacts of talent management.’
– Wang Huiyao, President, Centre for China and Globalization (CCG) and Counselor for China State Council

‘It takes an international and interdisciplinary perspective on talent management across a wide range of empirical contexts. Different kinds of talent and talent management systems are explored across different national cultures, industry sectors and organisational functions. The contributors also look at different kinds of organisations, from entrepreneurial start-ups and creative design firms to expatriate-staffed subsidiaries and public sector organisations. Comparisons within and across these organisational types then reveal a wide variety of approaches to a common goal; to attract, keep and deploy talent for the good of the organisation.’
– Simon Collinson, University of Birmingham, UK

‘A key contribution of the volume is the consideration of talent management from a number of novel perspectives. For example, looking at talent management through the lens of entrepreneurship and innovation opens a number of interesting avenues of debate.’
– David G. Collings, Dublin City University, Ireland