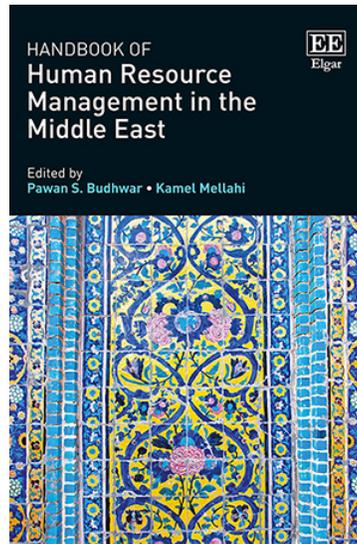




Handbook of Human Resource Management in the Middle East

Edited by Pawan S. Budhwar, Professor of International Human Resource Management, Aston Business School and Kamel Mellahi, Professor of Strategic Management, Warwick Business School, UK

This Handbook provides evidence-based information to the reader regarding the dynamics of HRM in this important region. The book is developed into three parts – contextual and functional issues such as societal and cultural perspectives, performance management and talent management; country-specific HRM covering the GCC, Levant and North African nations; and emerging themes such as HR issues related to domestic workers, labour localisation, expatriate management, CSR, Wasta, foreign and public sector firms. Covered under 23 chapters, the systematic analysis highlights the main forces determining HRM systems in the region.



‘The Editors have produced a tour de force on Middle Eastern human resource management (HRM). They brought together a vast array of regional and global experts to capture all that is worth knowing. The book has an innovative contextual–country–thematic structure. It sets the scene by laying out the cultural and societal issues that shape HRM in the Middle East. There is detailed and comparative coverage of eight of the major economies, followed by a superb set of discussions of thematic issues that range from localisation to expatriation, from public sector management to privatisation, and from employee relations to talent management.’
– Paul Sparrow, Lancaster University Management School, UK

‘Pawan Budhwar and Kamel Mellahi are to be congratulated for this book, which is an incredibly valuable addition to the nascent collection of management books in the Middle East. The chapters cover a wide spectrum of topics under human resource management that are of key importance for researchers and consultants, such as localisation of labor, management of expatriates, the impact of privatisation, and investments of foreign firms in the Middle East. The authors contributing to the book are local experts in academia and business organisations. This book is a must-read for every serious scholar and consultant interested in the region.’
– Zeynep Aycan, Koç University, Turkey

‘Professors Budhwar and Mellahi are two outstanding scholars who have provided us with an important book that enhances our understanding of and appreciation for a wide variety of human resource management topics and issues within and across countries in the Middle East. They have assembled an excellent set of Middle-East-wise chapter contributors and have worked closely with them to ensure a superb uniformity in approach and coverage to their chapters. This book is a must-read for every one of us who wants to have the latest information about one of the most important regions in the world today.’
– Randall S. Schuler, Rutgers, The State University of New Jersey, New Brunswick, US

‘This book is a very welcome addition to the literature on international human resource management (IHRM) in an important but under-researched region of the world. By dividing the book into three parts – contextual and functional issues; country and regional perspectives; and emerging themes and future of human resource management in the Middle East – Budhwar and Mellahi have made a significant contribution to the IHRM literature.’
– Peter J. Dowling, La Trobe University, Australia

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