

2015 New Titles, Selected Backlist & eBooks

GENDER & DIVERSITY

Digital Publisher of the Year 2015 - Independent Publishers Guild

Frankfurt Book Fair Academic & Professional Publisher of the Year 2014 - Independent Publishers Guild

Independent, Academic, Educational and Professional Publisher of the Year 2014 & 2013 - The Bookseller

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NEW

Context, Process and Gender in Entrepreneurship

Frontiers in European Entrepreneurship Research

Edited by **Robert Blackburn**, Kingston University, UK, **Ulla Hytti**, University of Turku, Finland and **Friederike Welter**, IfM Bonn and University of Siegen, Germany

'This volume demonstrates the dynamism and diversity of entrepreneurship as it is practiced by men and women across a variety of contexts, and also the vibrancy and relevance of the entrepreneurship research field as it attempts to understand and communicate this widespread social and economic phenomenon.'

— Sara Carter, Strathclyde Business School, UK

'This book showcases thought-provoking studies that reflect what European entrepreneurship scholarship has successfully pioneered: penetrating analyses of often taken-for-granted assumptions about the nature of entrepreneurship. These chapters direct readers to where entrepreneurship scholarship will likely go in the future, particularly in using "gendered" perspectives to realize the heterogeneity of entrepreneurial activity in various contexts.'

— William B. Gartner, Copenhagen Business School, Denmark and California Lutheran University, US

Oct 2015 c 192 pp Hardback 978 1 78536 165 4 c £65.00

Elgaronline 978 1 78536 166 1

NEW

Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work

Edited by **Regine Bendl**, Vienna University of Economics and Business, Austria, **Lize A.E. Booyesen**, Antioch University, US and **Judith Pringle**, University of Auckland, New Zealand

May 2016 c 480 pp Hardback 978 1 78347 607 7 c £140.00

Elgaronline 978 1 78347 608 4

Research Handbooks in Business and Management series

Flourishing in Life, Work and Careers

Individual Wellbeing and Career Experiences

Edited by **Ronald J. Burke**, York University, Canada, **Kathryn M. Page**, Deakin University, Australia and **Cary L. Cooper** CBE, Lancaster University, UK

Happiness in one aspect of our life can positively impact our satisfaction within other domains of our life. The opposite also rings true. Today's generation of working people have often been called the generation who want it all. But can we really have it all? And at what cost to our and others' happiness? *Flourishing in Life, Work and Careers* explores ways in which contemporary working people can thrive in a complex, volatile and uncertain world.

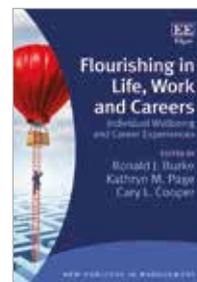
Combining both research and practice, the contributors of this book cover all bases from individual wellbeing, family and work, to career experiences and leadership. They conclude by providing the reader with tools to combine what they have learnt and apply it to their lives.

Researchers and PhD students interested in positive psychology and related disciplines will find this to be an intriguing book. Human resource managers and human resource development consultants will also find the tools in this book useful for their work.

2015 424 pp Hardback 978 1 78347 409 7 £100.00

Elgaronline 978 1 78347 410 3

New Horizons in Management series



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Handbook of Gendered Careers in Management

Getting In, Getting On, Getting Out

Edited by **Adelina M. Broadbridge**, University of Stirling and **Sandra L. Fielden**, University of Manchester, UK

This *Handbook* presents the current research, practice and future directions in the field of gendered careers in management. Expert contributors discuss pertinent issues impacting three key areas of career development:

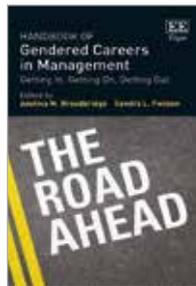
- The beginning of gendered managerial careers (Getting In) such as education and recruitment;
- The progress of gendered managerial careers (Getting On) such as career phases and succession planning;
- What comes after gendered managerial careers (Getting Out) such as recalibration of career patterns and retirement.

The theoretical and practical insights presented are transferable across all management career sectors and offer an original perspective into gendered employment within business and management.

2015 544 pp Hardback 978 1 78254 768 6 £160.00

Elgaronline 978 1 78254 770 9

Research Handbooks in Business and Management series



Corporate Social Responsibility and Human Resource Management

A Diversity Perspective

Edited by **Mine Karataş-Özkan**, University of Southampton, **Katerina Nicolopoulou**, University of Strathclyde and **Mustafa F. Özbilgin**, Brunel University, UK

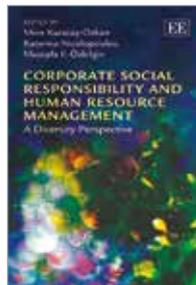
'A valuable guide to combine so far separate strands of thinking on CSR, DM and HRM. With its global focus, this book cuts through the claims and assumptions of existing understanding and provides data from a large set of countries. It will certainly stimulate insightful thoughts and practices of CSR in HRM.'

– Sibel YAMAK, Galatasaray University, Turkey

This innovative book analyses the intersection between the fields of Corporate Social Responsibility (CSR) and Human Resource Management (HRM), with a focus on diversity management. The book presents the scope of institutional engagements with CSR and diversity policies in a range of organisations and organisational networks.

2014 352 pp Hardback 978 1 84844 793 6 £90.00

Elgaronline 978 1 78347 636 7



International Handbook on Diversity Management at Work

Second Edition Country Perspectives on Diversity and Equal Treatment

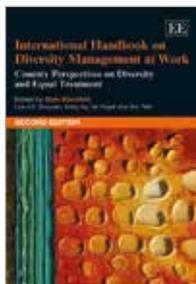
Edited by **Alain Klarsfeld**, University of Toulouse, France, **Lize A.E. Booysen**, Antioch University, US, **Eddy Ng**, Dalhousie University, Canada, **Ian Roper**, Middlesex University Business School, UK and **Ahu Tatli**, Queen Mary, University of London, UK

Managing and developing diversity is on the political and business agenda in many countries; therefore diversity management has become an area of knowledge and practice in its own right. Yet all too often it is referred to as a unifying concept, as if it were to be interpreted uniformly across all cultures and countries. The contributors to this volume expertly examine the relationship between diversity management and equality legislation within the different participating countries' national contexts. They advocate that such separation and sequencing between equality at work and diversity management is far from natural.

2014 304 pp Hardback 978 0 85793 930 2 £120.00

Elgaronline 978 0 85793 931 9

Research Handbooks in Business and Management series



Women in STEM Careers

International Perspectives on Increasing Workforce Participation, Advancement and Leadership

Edited by **Diana Bilimoria**, Case Western Reserve University, US and **Linley Lord**, Curtin University, Australia

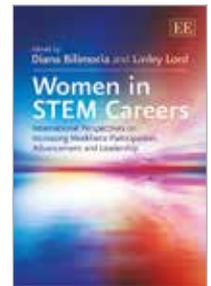
'Science and technology have become major contributors to our advancement and economic progress. But although more women than men now graduate from universities, women continue to face challenges in STEM fields such as engineering, mining, and university STEM teaching and research. Though progress is slowly being made, much more needs to be done. Diana Bilimoria and Linley Lord, along with their international contributors, address these concerns using theory and research evidence along with offering solutions. Organizational managers and government administrators interested in increasing women's participation and advancement in STEM disciplines need to examine this collection'

– Ronald J. Burke, York University, Canada

The book explores the nature of STEM careers across industry and academia, and presents the latest thinking on successful individual, organizational and educational initiatives related to women in STEM. Along with a select group of international contributors, Diana Bilimoria and Linley Lord provide a fresh perspective, based on success stories and successful initiatives, augmenting contemporary perspectives on the barriers and issues that women in STEM careers continue to face.

2014 288 pp Hardback 978 1 78195 406 5 £85.00

Elgaronline 978 1 78195 407 2



Research Handbook on Women in International Management

Edited by **Kate Hutchings**, Griffith University, Australia and **Snejina Michailova**, The University of Auckland, New Zealand

'Research Handbook on Women in International Management is a welcome addition to the literature on international management, and a must-read for any scholar, from any country, seeking to develop theory and/or research in this field. The book is remarkable for its diversity, covering past, present and future, every region of the world, and many different types of international experience, and family circumstance. Thorough and thought-provoking.'

– Kerr Inkson, The University of Auckland Business School, New Zealand and co-author, with Yvonne McNulty, of *Managing Expatriates*

The *Research Handbook on Women in International Management* is a carefully designed collection of contributions that provides a thorough and nuanced discussion of how women engage in international management. It also offers important insights into emerging and new areas of research warranting future consideration.

The *Handbook* commences by reviewing the history of the literature, from the development of the discipline through the current state of research, and progresses into examinations of how socio-cultural and organizational issues affect women, with reference to work/life issues and family. Matters affecting women in international management and work in diverse areas of the globe are then examined, including the Arab Middle East, East Asia, South America, and Western and Central Europe. Next, themes including self-initiated expatriation, women in non-traditional families, and women in the mining industry are explored. The *Handbook* concludes with a few explicitly reflective chapters by academics working within the field.

2014 488 pp Hardback 978 1 78195 502 4 £150.00

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Gender in Organizations

Are Men Allies or Adversaries to Women's Career Advancement?

Edited by **Ronald J. Burke**, York University, Canada and **Debra A. Major**, Old Dominion University, US

'A book on gender in organisations usually focuses on women. This one doesn't. Men and masculinities play centre stage in explaining how women (and sometimes men) are disadvantaged at work. The book does not position men as the bad guys. There are many examples of how men act as allies to women. A novel approach and a welcome addition to gender scholars. A great read!'

– Susan Vinnicombe, OBE, Cranfield University, UK and Simmons College, US

'This rare and insightful compilation brings a unique and relatively understudied perspective to the extant gender in management/leadership literature: the role of men in fostering gender equality. The chapters provide rich discussions of gendered organizational cultures, male privilege, masculinities at work and their consequences, and how men can serve as allies to women's advancement and development on a number of fronts including redesigning work supports for improved work-life integration, preventing violence against women and girls, dismantling discrimination, and forestalling backlash.'

– Diana Bilimoria, Case Western Reserve University, US

2014 456 pp Hardback 978 1 78195 569 7 £105.00
Elgaronline 978 1 78195 570 3

Women's Entrepreneurship in the 21st Century

An International Multi-Level Research Analysis

Edited by **Kate V. Lewis**, Massey University, New Zealand, **Colette Henry**, Dundalk Institute of Technology, Ireland and Tromsø University Business School, Norway, **Elizabeth J. Gatewood**, Wake Forest University, US and **John Watson**, The University of Western Australia

Women's Entrepreneurship in the 21st Century is the fourth in the series of books emanating from the Diana International Research Network. The volume takes a multi-dimensional approach to coalesce a series of chapters around the central theme: gender and entrepreneurship today and in the future. The chapters span a diverse range of countries, methodologies, and levels of analysis – however, they all seek to contribute to an advancing understanding of women and their engagement with entrepreneurial endeavours.

The book takes a holistic approach to exploring, via empirical and theoretical lenses, why women's involvement in venture creation matters. It offers a contemporary and diverse range of topics, written by leading scholars, that builds on a tradition of previous Diana volumes. The chapters span a wide range of countries, methodologies, and levels of analysis, all designed to contribute to advancing understanding of women and their engagement with entrepreneurial endeavours.

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Entrepreneurship across Generations

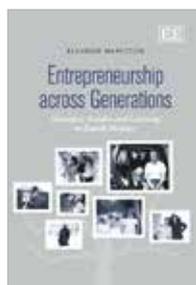
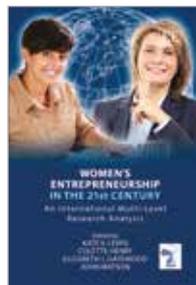
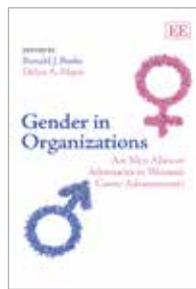
Narrative, Gender and Learning in Family Business

Eleanor Hamilton, Lancaster University Management School, UK

'Thoughtful, perceptive, and meticulously researched, Eleanor Hamilton's Entrepreneurship across Generations is an important contribution that will help advance the field of family business studies both conceptually and empirically. Based in fascinating field work with families in business and placing "family" at the very heart of her study, Hamilton shows, through the stories her subjects tell, just how deeply and complexly family and firm are intertwined. A must-read for all those interested in family firm entrepreneurship.'

– Andrew Popp, University of Liverpool Management School, UK

2013 208 pp Hardback 978 1 84980 624 4 £73.00
Elgaronline 978 1 84980 625 1



Handbook of Research on Promoting Women's Careers

Edited by **Susan Vinnicombe** OBE, Cranfield University, UK and Simmons College, US, **Ronald J. Burke**, York University, Canada, **Stacy Blake-Beard** and **Lynda L. Moore**, Simmons College US

'As more women take on highly visible leadership roles, such as CEO or C-suite executive, I am often asked whether there continues to be a need for research on women's career development. This book effectively answers the challenge behind that question by documenting the status of women in business and by marshaling empirical evidence of gender effects on careers. The chapters provide a rich, theoretically grounded overview of women's career development and action steps for accelerating the growth of women's representation in leadership.'

– Alison M. Konrad, Western University, Canada

'This is the best single volume I have read that places lack of advancement of women in businesses into context, discusses the continuing challenges facing career women, examines several specific sectors and finishes up with good ideas on how to support the development of women.'

– James McRitchie, Corporate Governance

2013 528 pp Hardback 978 0 85793 895 4 £155.00
2015 Paperback 978 1 78347 308 3 £40.00
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Getting Women on to Corporate Boards

A Snowball Starting in Norway

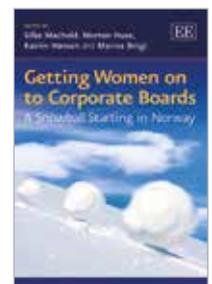
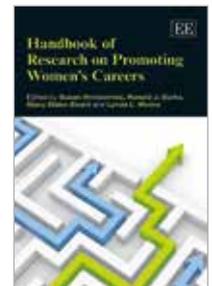
Edited by **Silke Machold**, University of Wolverhampton, UK, **Morten Huse**, University of Witten/Herdecke, Germany and BI Norwegian Business School, Norway, **Katrin Hansen**, Westfälische Hochschule, Germany and **Marina Brogi**, Sapienza University of Rome, Italy

'This is an extremely insightful book on an important and timely topic – how to get women on to corporate boards. I am proud to have been a part of the discussion and processes presented in this book, and I am impressed by how the editors have put together a systematic and comprehensive overview of the snowball effects of the Norwegian gender balance law. This book will definitely be influential when policy-makers and politicians in various countries are considering voluntary actions or legal regulations to empower women in corporate life.'

– Kjell Magne Bondevik, Director, Oslo Centre for Peace and Human Rights and Former Prime Minister of Norway (1997–2000 and 2001–2005)

This book provides unique insights into how the idea of quota laws to get women on to corporate boards gained international momentum from their origins in Norway. Invaluable insights are gained through the stories of actors involved in shaping the discourse and practice on women on boards. In exploring political contexts, the role of the advocacy movement, experiences of women directors themselves and latest research findings, the book provides a comprehensive overview of the rationales, processes and outcomes of formal approaches to gender diversity on boards. It is an invaluable resource for policy-makers, principle-setters, practitioners and students interested in the international lessons from Norway, as well as for current and potential women directors.

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