



Digital Commons@

Loyola Marymount University
LMU Loyola Law School

Faculty Pub Night

William H. Hannon Library

Spring 2-16-2016

Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management

Yongsun Paik

Loyola Marymount University, yongsun.paik@lmu.edu

Follow this and additional works at: <https://digitalcommons.lmu.edu/facultypubnight>



Part of the [Human Resources Management Commons](#), and the [International Business Commons](#)

Recommended Citation

Paik, Yongsun, "Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management" (2016). *Faculty Pub Night*. 8.

<https://digitalcommons.lmu.edu/facultypubnight/8>

This Book is brought to you for free and open access by the William H. Hannon Library at Digital Commons @ Loyola Marymount University and Loyola Law School. It has been accepted for inclusion in Faculty Pub Night by an authorized administrator of Digital Commons@Loyola Marymount University and Loyola Law School. For more information, please contact digitalcommons@lmu.edu.

Faculty Pub Night – Spring 2016

Date: February 16, 2016

Speaker: Yongsun Paik



Managing a Global Workforce

Challenges and Opportunities in
International Human Resource Management



THIRD EDITION

Charles M. Vance and Yongsun Paik



About the Author

Yongsun Paik is Director of Center for Asian Business and a Professor of International Business and Management at Loyola Marymount University. He holds a Ph.D. degree in International Business from University of Washington, Seattle and a Master's degree in Latin American Studies from University of Texas, Austin. Dr. Paik also taught at University of Washington, Thunderbird School of Global Management, Yonsei University and Sogang University as a visiting scholar. He served as a country economist at the Export-Import Bank of Korea between 1979 and 1984 after graduating from Yonsei University in Seoul, Korea with a B.A. degree in Economics. He was awarded a Fulbright Grant for his appointment at Yonsei University in Korea during spring 2005 and a Korea Foundation Fellowship for Field Research during spring 2012. His primary research interests focus on international human resource management, global strategic alliances, and Asian Pacific business studies. He has published books, *Managing a Global Workforce: Challenges and Opportunities in International Human Resource Management*, and *Changing Face of Korean Management* and over 50 articles in major international business and management journals. Dr. Paik is the former President of Association of Korean Management Scholars (AKMS) and is an editorial board member of *Journal of World Business*, *Thunderbird International Business Review*, and *European Journal of Cross-Cultural Competence and Management*.

About the Author's Work

Managing a Global Workforce provides balanced and contemporary coverage of human resource management in the international marketplace. It is designed to help readers understand the critical human resource issues underlying the cultural and economic challenges they face. The book's approach is truly global in nature, recognizing contemporary trends in the global business arena, including the growing use of contingent workers, strategic alliances, and the need to have an active influence on the workers in these new organizational relationships. Today, global corporations are transforming themselves into "transnationals," moving work to the places with the talent to handle the job and the time to do it at the right cost. This book convinces readers that global talent management has become so critical to build an organization committed to recruit, retain, and develop the most talented employees available in the global market, thus creating a sustainable competitive advantage. Reader-friendly tools, including an opening case scenario in each chapter to attract interest and emphasize topic importance, enhance the book's practical, real-world emphasis.