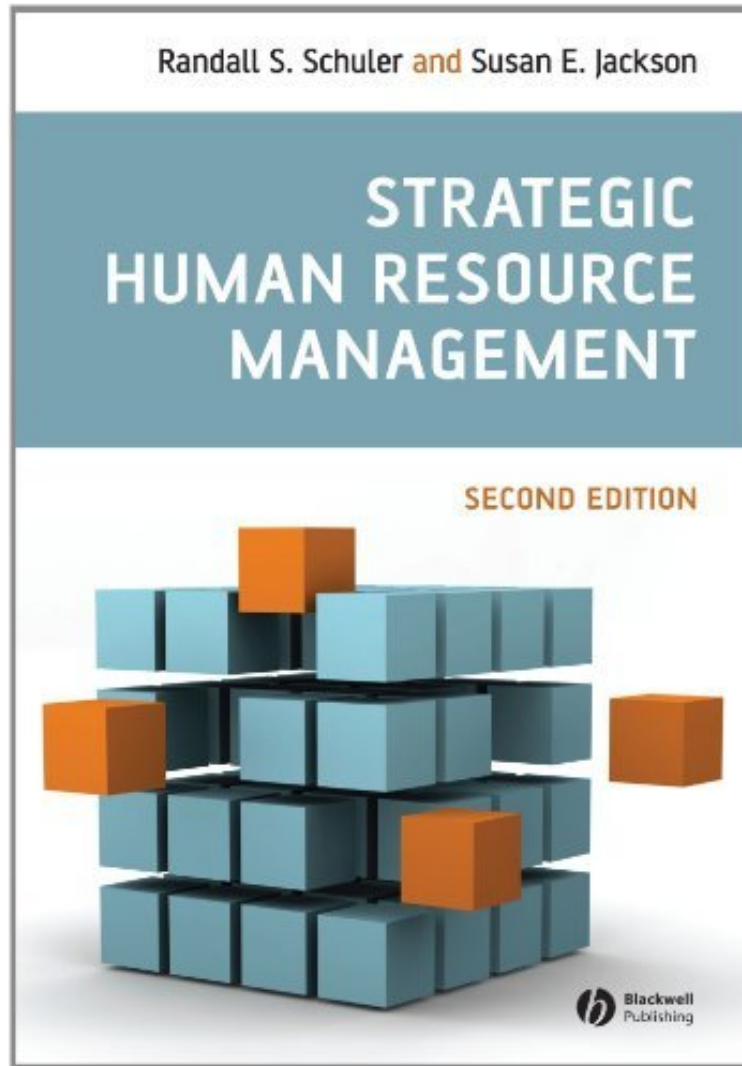


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From the Back Cover

The second edition of this popular volume, edited by Randall S. Schuler and Susan E. Jackson, provides management students and senior practitioners with a completely new and updated guide to the latest work in the field. This selection of important and highly readable articles from authors around the world charts key developments that have changed the theory and practice of SHRM over the last six years. Since the first edition in 1999, there have been two major forces at work in the field of HRM and SHRM:

Globalization - Globalization has brought an increase in competition worldwide and has made the effective management of people even more important. Newer organizational forms like international joint ventures and international mergers and acquisitions have resulted. Together these have a huge impact on the fields of HRM and SHRM.

Knowledge Management- Associated with globalization and increased competition, is the need for companies to be more knowledgeable in the dynamics of worldwide competition and labor markets, and to manage knowledge more systematically than ever before. The welcome second edition of Strategic Human Resource Management provides an invaluable guide to work at the cutting edge of the discipline, highlighting the new reality of SHRM in a global, knowledge-based environment.

About the Author

Randall S. Schuler is Professor of Human Resource Strategy at GSBA-Zurich and the School of Management and Labor Relations, Rutgers University. He publishes widely in the area of strategic and global HRM, and has authored several books on these topics. Susan E. Jackson is Professor of Human Resource Strategy at GSBA-Zurich and the School of Management and Labor Relations at Rutgers. Her published works address a variety of issues in strategic human resource management, including managing knowledge-based organizations.