

NEW KEY TITLE

### Research Agenda for Women and Entrepreneurship

Edited by **Patricia G. Greene** and **Candida G. Brush**, Babson College, US

*Elgar Research Agendas* outline the future of research in a given area. Leading scholars are given the space to explore their subject in provocative ways, and map out the potential directions of travel. They are relevant but also visionary.

The editors map out a vision for research on women and entrepreneurship and discuss aspiration, confidence and behaviours. They also delve into social identity, start-ups, crowdfunding and context to set the groundwork for future research on entrepreneurship and gender.

Sept 2017 c 200 pp Hardback 978 1 78536 536 2 c £80.00  
Elgaronline 978 1 78536 537 9  
Elgar Research Agendas

NEW

### Entrepreneurial Ecosystems and Growth of Women's Entrepreneurship

A Comparative Analysis

Edited by **Tatiana Manolova**, Bentley University, **Candida G. Brush**, Babson College, **Linda Edelman**, Bentley University, **Alicia Robb**, Kauffman Foundation and University of California Berkeley, US and **Friederike Welter**, Institut für Mittelstandsforschung Bonn, and University of Siegen, Germany

The renowned group of international contributors to this volume provide analysis of where and how gender plays a role in the entrepreneurial ecosystem. Eleven essays examine how ecosystems influence women entrepreneurs and how women entrepreneurs influence their local ecosystems, both cross-nationally and through in-depth country studies.

June 2017 c 256 pp Hardback 978 1 78536 461 7 c £90.00  
Elgaronline 978 1 78536 462 4  
In Association with the Diana International Project

NEW

### Gender and Entrepreneurial Activity

Edited by **Albert N. Link**, University of North Carolina at Greensboro, US

There is ongoing and growing interest in the relationship between gender and entrepreneurial activity. In this book, 37 eminent scholars from diverse academic disciplines contribute cutting-edge research that addresses, from a gender perspective, three general areas of importance: key characteristics of entrepreneurs, key performance attributes of entrepreneurial firms, and the role of financial capital in the establishment of entrepreneurial firms and in their growth.

May 2017 c 328 pp Hardback 978 1 78536 473 0 c £100.00  
Elgaronline 978 1 78536 474 7

### Coaching for Women Entrepreneurs

**Carianne M. Hunt** and **Sandra L. Fielden**, University of Manchester, UK

*'This book is about an innovative and pioneering group of women workers, namely women entrepreneurs. It systematically discusses the role of coaching in their personal development. The book provides a sophisticatedly elaborated theoretical overview of coaching as an intervention and underpins this with well-grounded longitudinal empirical support. Coaching for Women Entrepreneurs is a relevant and timely book. It is a must-read for anyone academically or professionally interested in coaching women entrepreneurs.'*

— Inge Bleijenbergh, Radboud University, the Netherlands

2016 200 pp Hardback 978 1 78347 510 0 £70.00  
Elgaronline 978 1 78347 511 7  
New Horizons in Management series



### Women's Entrepreneurship in Global and Local Contexts

Edited by **Cristina Díaz-García**, University of Castilla-La Mancha, Spain, **Candida G. Brush**, Babson College, **Elizabeth J. Gatewood**, Wake Forest University, US and **Friederike Welter**, IfM Bonn and University of Siegen, Germany

*'Research on women's entrepreneurship has moved from the focus of individual women entrepreneurs and their challenges to a broader understanding of the context in which women's entrepreneurship is embedded. With contributions from a large variety of contexts, this book embraces this development. By promoting feminist perspectives, as well as including studies at the macro, meso and micro level, this book gives insights into the complex and context-dependent processes hindering, promoting and shaping women's entrepreneurship. The book serves as a celebration of scholarly research on women's entrepreneurship globally. I fully recommend it as an important addition to the entrepreneurship literature.'*

— Gry Agnete Alsos, Nord University Business School, Norway

2016 320 pp Hardback 978 1 78471 741 4 £85.00  
Elgaronline 978 1 78471 742 1  
In Association with the Diana International Project



## Women & Management

NEW

### Knowing Her Place

Positioning Women in Science

**Valerie Bevan**, Lancaster University Management School and **Caroline Gatrell**, University of Liverpool Management School, UK

More women are studying science at university and they consistently outperform men. Yet, still, significantly fewer women than men hold prestigious jobs in science. Why should this occur? What prevents women from achieving as highly as men in science? And why are so few women positioned as 'creative genius' research scientists?

Drawing upon the views of 47 (female and male) scientists, Bevan and Gatrell explore why women are less likely than men to become eminent in their profession. They observe three mechanisms which perpetuate women's lowered 'place' in science: subtle masculinities (whereby certain forms of masculinity are valued over womanhood); (m)otherhood (in which women's potential for maternity positions them as 'other'), and the image of creative genius which is associated with male bodies, excluding women from research roles.

Nov 2017 c 288 pp Hardback 978 1 78347 651 0 c £85.00  
Elgaronline 978 1 78347 652 7  
New Horizons in Management series

### 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

*Handbook of Gendered Careers in Management* provides an international overview of current practice and theory surrounding gendered employment in management, illustrating the impact of gender on key stages of career development.

2015 544 pp Hardback 978 1 78254 768 6 £160.00  
2016 Paperback 978 1 78254 769 3 £45.00  
Elgaronline 978 1 78254 770 9  
Research Handbooks in Business and Management series



## NEW KEY TITLE

**Handbook of Research on Gender and Leadership**

Edited by **Susan R. Madsen**, Utah Valley University, US

*'Susan Madsen, the editor of this volume, is on the cutting edge of all recent scholarly work on gender and leadership. No surprise, then, that this edited collection of original essays is a must-read – no, a must-own – for anyone with an enduring interest in the subjects of women and power, women and authority, and women and influence. The book has twenty-seven different chapters, which means it roams far and wide, though not at the expense of depth. These are highly accomplished essays by highly accomplished contributors, which is precisely why the book is indispensable. Indispensable especially now, when questions that we thought, perhaps foolishly, were almost settled, palpably are not. Why in the second decade of the twenty-first century are so many men still at the top? Why in the second decade of the twenty-first century are so few women still in leadership roles? Why some forty years after the inception of the leadership industry do answers to questions about gender and power remain still so elusive?'*

– Barbara Kellerman, Harvard Kennedy School, US

Although some progress has been made in recent decades in getting women into top positions in government, business and education, there are on-going, persisting challenges with efforts to improve the opportunities for women in leadership. The *Handbook of Research on Gender and Leadership* comprises the latest research from the world's foremost scholars on women and leadership, exposing problems and offering both theoretical and practical solutions on how to best strengthen the impact of women around the world.

May 2017 c 544 pp Hardback 978 1 78536 385 6 c £180.00

Elgaronline 978 1 78536 386 3

Research Handbooks in Business and Management series

**Research Handbook on Gender and Innovation**

Edited by **Gry Agnete Alsos**, Nord University Business School, Norway, **Ulla Hytti**, University of Turku, Finland and **Elisabet Ljunggren**, Nordland Research Institute, Norway

*'Gender and innovation are seldom discussed together because innovation is considered a neutral construct. This book examines aspects of gender in innovation across multiple contexts, entrepreneurial businesses, organizations, policy and design, that for the first time highlights where gender matters in innovation. This book will stimulate important research going forward.'*

– Candida Brush, Babson College, US

2016 296 pp Hardback 978 1 78347 811 8 £110.00

Elgaronline 978 1 78347 813 2

Research Handbooks in Business and Management series

**Research Handbook on Women in International Management**

Edited by **Kate Hutchings** and **Snejina Michailova**

2014 488 pp Hardback 978 1 78195 502 4 £150.00

2015 Paperback 978 1 78347 344 1 £40.00

Elgaronline 978 1 78195 503 1

Research Handbooks in Business and Management series

## OTHER BOOKS OF INTEREST:

**Handbook of Methods in Leadership Research**

Edited by Birgit Schyns, Rosalie Hall and Pedro Neves

see page 5



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## NEW KEY TITLE

**Handbook of Research on Leadership and Creativity**

Edited by **Michael Mumford**, University of Oklahoma, US and **Sven Hemlin**, University of Gothenburg, Sweden

The rapid pace of technological change and globalization of products, competition and services have conspired to place a new premium on innovation for firms across the world. Although many variables influence creativity and innovation, the effective leadership of creative teams has proved especially important. This timely *Handbook* presents the state-of-the-art of what leaders must do to lead creative teams and how they should do it.

*Handbook of Research on Leadership and Creativity* is divided into three major sections. The first section on leadership functions identifies key activities that must be executed by leaders if creative efforts are to prove successful. The next section explains creative leadership using available theoretical models, examining the effects of leader behaviors on follower creativity. The final section investigates specific domains where organizations seek creativity. It covers the creative domains of research and development and areas including leadership in the military and academia, which have not traditionally been viewed as domains where creative leadership is critical.

This comprehensive *Handbook* makes a significant contribution to the literature on creativity and innovation and will be welcomed as an accessible yet authoritative text by students, teachers and researchers alike.

July 2017 c 560 pp Hardback 978 1 78471 545 8 c £195.00

Elgaronline 978 1 78471 546 5

Research Handbooks in Business and Management series

## NEW

**Cultural Icons and Cultural Leadership**

Edited by **Peter Iver Kaufman** and **Kristin M.S. Bezio**, University of Richmond, US

Authors in this illuminating volume probe the social and spiritual contexts from which select iconic figures emerge and in which they discover how to present themselves as innovators and cultural leaders and draw material into forms that subsequent generations consider innovative and emblematic. The volume aims to identify creators, such as novelists, poets, performers and dramatists, as leaders in their respective genres and, more broadly, in culture and society by examining the influence exerted by their works.

The cultural leaders discussed in the book have been understood by critics and admirers as significant figures in processes that involve protest as well as re-appropriation. The authors cover a wide range of genres, time periods, and individuals, mixing literary and historical analysis with concerns relevant to leadership studies. The book includes a cross-disciplinary analysis of works of culture, religious influences, and leadership perspectives while focusing on creators' roles as leaders both within their fields and to the world at large. Ultimately, the book argues works of cultural influence can have profound effects on the world in which they emerge.

Scholars and students of religion, history, and popular culture with wide-ranging interests in the humanities will find this book a unique and fascinating look at cultural leadership.

July 2017 c 208 pp Hardback 978 1 78643 805 8 c £80.00

Elgaronline 978 1 78643 806 5

Jepson Studies in Leadership series

## NEW

**Field Guide to Leadership Development**

Edited by **Arthur Turner**, **Gareth Edwards**, University of the West of England and **Steve Kempster**, Lancaster University Management School, UK

The editors have provided us with a unique guide to be used in the field to develop leadership at ground level and which gives insights to help the reader understand leadership learning. The book connects real ongoing experiential activity with reflection, theory, and practice to enable others to use these tools as part of their own leadership development programmes. The methods employed are creative and diverse, and offer a valuable contribution to advancing leadership development.

**Aug 2017 c 272 pp Hardback 978 1 78536 990 2 c £90.00**  
**Elgaronline 978 1 78536 991 9**  
 Elgar Field Guides

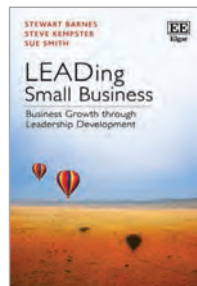
**LEADing Small Business**

Business Growth through Leadership Development

**Stewart Barnes**, QuoLux Ltd, **Steve Kempster**, Lancaster University Management School and **Sue Smith**, University of Central Lancashire, UK

*'I thought the book provided a thought-provoking discussion of the LEAD programme and its step-by-step approach to leadership development. These are issues that businesses face daily... the book contained a number of policy recommendations, including that policymakers should engage major institutions to embrace partnerships with universities and private leadership development practitioners... This recommendation very much chimes with the Government's current approach to business support.'*

— The Right Honorable George Osborne, MP, Chancellor of the Exchequer, UK



**2015 288 pp Hardback 978 1 78347 549 0 £80.00**  
**2016 Paperback 978 1 78643 257 5 £25.00**  
**Elgaronline 978 1 78347 550 6**

**Thinking Differently about Leadership**

A Critical History of Leadership Studies

**Suze Wilson**, Massey University, New Zealand

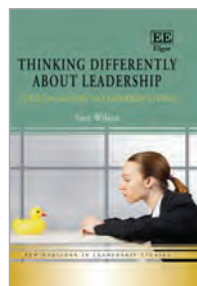
*'The field of leadership studies is generally characterised as one that is in a state of late adolescence. This ambitious book shows compellingly that the field has a considerably lengthier and richer pedigree. We need to recognise, prioritise and instill a historical appreciation into our teaching and our research of leadership in the critically reflexive and genuinely interdisciplinary manner that the author models so brilliantly in this wonderfully original book.'*

— Brad Jackson, Victoria University of Wellington, New Zealand

*'Much leadership writing seems to suggest that only those with super powers can be effective leaders and that, whatever the problem, leadership is the answer. Suze Wilson comprehensively demolishes both these fallacies, and does so in a captivating style. In highlighting such issues as context, power and history she offers stimulating new perspectives on how we can rethink leadership – and do it better.'*

— Dennis Tourish, University of London, UK

**2016 288 pp Hardback 978 1 78471 678 3 £80.00**  
**Elgaronline 978 1 78471 679 0**  
 New Horizons in Leadership Studies series



## KEY TITLE

**How to get Published in the Best Management Journals**

Edited by **Timothy Clark**, Durham University, UK, **Mike Wright**, Imperial College Business School London, UK and University of Ghent, Belgium and **David J. Ketchen, Jr.**, Auburn University, US

*'For many, the process of publishing in the best management journals is an enigma wrapped in a mystery. Even when they are successful, they are never sure why. And too often rejections hurt, but don't provide insight about how to increase the likelihood of success. This book begins to unwrap this enigma by describing the process and providing practical guidance that scholars at all levels can use to navigate this intellectual minefield. I wish I had this book earlier in my career.'*

Jay B. Barney, University of Utah, US

*'Scholars seek to have their work published in the top journals, both because these elite outlets provide the most visible platforms for research products and because they confer stature on the authors and their institutions. Of course, getting published in the top journals is known to be devilishly difficult. This book, How to Get Published in the Best Management Journals, consisting of chapters written by premier, highly accomplished scholars from around the world, provides invaluable insights – ranging from the philosophical and motivational to the tactical and nitty-gritty. I wish this book had existed when I was starting out, and I will be encouraging my students and colleagues to dig into it.'*

— Donald C. Hambrick, Pennsylvania State University, US

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**Elgaronline 978 1 78471 468 0**



## NEW IN PAPERBACK

**The Market Oriented University**

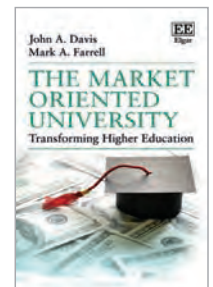
Transforming Higher Education

**John A. Davis**, Duke CE, Singapore and **Mark A. Farrell**, RMIT University, Australia

*'The Market Oriented University provides a truly insightful look into the agents of change across the university systems. By offering a refreshing interpretation from a market-oriented view, John Davis and Mark Farrell make a compelling case for the reader to reassess the fundamental purpose of universities. This book is a must-read for all stakeholders of the educational system – administrators, faculty, students, parents, tax-payers, and policy-makers alike.'*

— Jin K. Han, Singapore Management University, Singapore

**2016 272 pp Hardback 978 1 78100 491 3 £80.00**  
**April 2017 Paperback 978 1 78811 080 8 c £25.00**  
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## NEW

**Managing Academics**

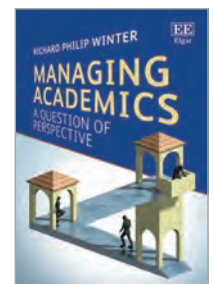
A Question of Perspective

**Richard Philip Winter**, The Australian National University

*'This book sets out an ambitious but achievable alternative to the managerialism that dominates current approaches to leadership and management in higher education. The multiple perspectives model provides a holistic and empirically grounded framework for exploring contrasting values, identities, emotions, goals and expectations, and for provoking generative conversations that will inspire and engage the next generation of academic leaders.'*

— Richard Bolden, University of the West of England, UK

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**Elgaronline 978 1 78100 669 6**



## KEY TITLES

## Encyclopedia of Human Resource Management

Edited by **Adrian Wilkinson**, Griffith University, Australia and **Stewart Johnstone**, Newcastle University Business School, UK

*'Adrian Wilkinson and Stewart Johnstone's outstanding Encyclopedia of Human Resource Management is extremely timely, providing over 400 short reviews of critical HR theories, research and applications on all the topics you could possibly need in the field. The international team they have gathered together is stellar—this is a must buy for all HR professionals and researchers.'*

— Sir Cary Cooper, CBE, 50th Anniversary Professor of Organizational Psychology and Health, Manchester Business School, University of Manchester, UK

*'The editors have sourced contributions from leaders on each topic. They cover everything from A-Z – specialist topics such as age discrimination through to zero hours contracts, matters of policy, and leading practices. The keywords for entries and reviews are easy to follow and the cross-referencing very useful. An excellent way to keep yourself up to date on all the latest issues.'*

— Paul Sparrow, Lancaster University Management School, UK

2016 552 pp Hardback 978 1 78347 545 2 £190.00  
Elgaronline 978 1 78347 546 9

## NEW

## Handbook of Research on Comparative Human Resource Management

## SECOND EDITION

Edited by **Chris Brewster**, Henley Business School, University of Reading, UK, Vaasa University, Finland, Radboud University, the Netherlands and ISCTE-Instituto Universitário de Lisboa, Portugal, **Wolfgang Mayrhofer**, IVM, WU Wien, Austria and **Elaine Farndale**, The Pennsylvania State University, US and Tilburg University, the Netherlands

This second, updated and extended edition of the *Handbook of Research on Comparative Human Resource Management* draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The *Handbook* provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

Nov 2017 c 704 pp Hardback 978 1 78471 112 2 c £185.00  
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Research Handbooks in Business and Management series

## NEW

## Research Handbook of Expatriates

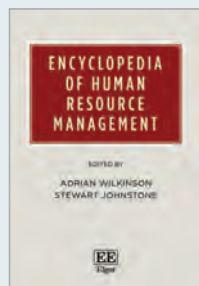
Edited by **Yvonne McNulty**, SIM University, Singapore and **Jan Selmer**, Aarhus University, Denmark

*'Expatriates play a central role in making international business happen, and thereby to realize the opportunities of global trade and investment. Yet, they also face distinct challenges in their assignments and their career development. For this Handbook, McNulty and Selmer have brought together a group of leading scholars on the topic. They outline how their work arrangements and career paths are rapidly evolving, and how different personal background and organizational context shape their experiences.'*

— Klaus E. Meyer, China Europe International Business School, China

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Research Handbooks in Business and Management series



## NEW

## Handbook of International Human Resource Development

Context, Processes and People

Edited by **Thomas Garavan**, Edinburgh Napier University, UK, **Alma McCarthy**, National University of Ireland, Galway and **Ronan Carbery**, University College Cork, Ireland

This *Handbook* draws on a global team of distinguished Human Resource Development and IHRD scholars to provide research and practice insights on a range of contemporary IHRD issues and challenges. The *Handbook* reviews a number of critical contextual dimensions that: shape the IHRD goals that organisations pursue; impact the IHRD systems, policies and practices that are implemented; and influence the types of IHRD research questions that are investigated. The *Handbook* examines the processes or actions taken by organisations to globalise IHRD practices and discusses important people development practices that come within the scope of IHRD.

Feb 2018 c 256 pp Hardback 978 1 78195 417 1 c £110.00  
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## NEW

## The Sandwich Generation

Caring for Oneself and Others at Home and at Work

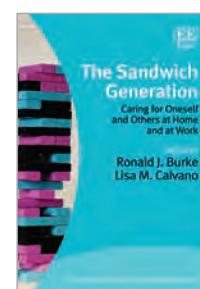
Edited by **Ronald J. Burke**, York University, Canada and **Lisa M. Calvano**, West Chester University, US

*'While the "sandwich generation" is not a new term, this volume brings a fresh perspective and new data to an increasingly important topic. By showing that multigenerational caregiving is now a global and cross-cultural phenomenon – significantly impacted by the worldwide aging of the population and the financial insecurity of the younger generation – Burke and Calvano draw our attention to the complexities involved. They effectively demonstrate that these issues impact not only families, but also workplaces and governments, and that all three groups must work collaboratively to address the challenges of caring for the most vulnerable in our society. This book is a "must read" for caregivers, business leaders, and policy makers.'*

— Ann Bookman, University of Massachusetts, Boston, US

Feb 2017 c 320 pp Hardback 978 1 78536 495 2 £95.00  
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New Horizons in Management series



## NEW

## Research Handbook on Work and Well-Being

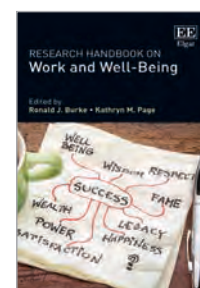
Edited by **Ronald J. Burke**, York University, Canada and **Kathryn M. Page**, Deakin University, Australia

*'This volume brings together an impressive cast of contributors, international experts in the field, and provides much needed insights connecting work to health, delving into the evidence across countries, and occupations, inspiring empirically-based practice and public policy to improve worker health and well-being. (Un)Fortunately, due to the bad and good of work, it has never been more timely.'*

— Maureen Dollard, University of South Australia

Feb 2017 c 544 pp Hardback 978 1 78536 325 2 £170.00  
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Research Handbooks in Business and Management series



NEW IN PAPERBACK

**Handbook of Research on Sustainable Careers**

Edited by **Ans De Vos**, Antwerp Management School and University of Antwerp, Belgium and **Beatrice I.J.M. Van der Heijden**, Radboud University Institute for Management Research, the Open University of the Netherlands and Kingston University, London, UK

*'Ans De Vos and Beatrice Van der Heijden reframe our thinking in this Handbook of Research on Sustainable Careers. The collection of contemporary perspectives grounds elements such as meaning, balance and relationships into viable future careers. In so doing, they stimulate possibility while retaining practicality. Highly recommended for careers scholars, students and practitioners.'*

– Polly Parker, University of Queensland, Australia



**2015 488 pp Hardback 978 1 78254 702 0 £150.00**  
**2017 Paperback 978 1 78643 757 0 £45.00**  
 Elgaronline 978 1 78254 703 7  
 Research Handbooks in Business and Management series

NEW KEY TITLE

**A Research Agenda for Human Resource Management**

Edited by Professor Sir **Cary Cooper**, University of Manchester and **Paul Sparrow**, Lancaster University Management School, UK

This state-of-the-art book takes a forward-looking perspective on the field of Human Resource Management (HRM). Each contribution takes a view, or position, on the likely development of the HR function, and identify interesting areas and subjects of research that would help address this future positioning.

The book's expert contributions provide short and succinct reviews of 12 key topics in strategic HRM, including HR strategy and structure, talent management, selection, assessment and retention, employee engagement, workplace well-being, leadership, HR analytics, productivity, innovation, and globalisation. Each chapter identifies the strengths and gaps in our knowledge, maps out the important intellectual boundaries for their field, and outlines current and future research agendas and how these should inform practice. In examining these strategic topics the authors point to the key interfaces between the field of HRM and cognate disciplines, and enables researchers and practitioners to understand the models and theories that help tie this agenda together.

**Aug 2017 c 152 pp Hardback 978 1 78536 295 8 c £75.00**  
 Elgaronline 978 1 78536 296 5  
 Elgar Research Agendas

**Research Handbook of International and Comparative Perspectives on Diversity Management**

Edited by **Alain Klarsfeld**, University of Toulouse, France, **Eddy S. Ng**, Dalhousie University, Canada, **Lize A.E. Booyen**, Antioch University, US and University of Johannesburg, South Africa, **Liza Castro Christiansen**, Business Academy Aarhus, Denmark and Henley Business School, UK and **Bård Kuvaas**, BI Norwegian Business School, Norway

*'In light of the growing attention to and evolving definition of diversity worldwide, this Research Handbook provides important insights on the complexity of and challenges to diversity management. This edited book of readings spans the entire spectrum of diversity, ranging from cross-national differences to managing differences across people within a single country. A must-read for researchers, practitioners and policy-makers to help them better understand and benefit from these developments.'*

– Rosalie L. Tung, Simon Fraser University, Canada



**2016 360 pp Hardback 978 1 78471 968 5 £120.00**  
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 Research Handbooks in Business and Management series

KEY TITLE

**Handbook of Employee Commitment**

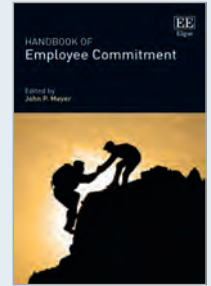
Edited by **John P. Meyer**, University of Western Ontario, Canada

*'Workplace commitment has commanded the attention of established researchers for many years. Young, emerging scholars throughout the world are also drawn to this important topic. This Handbook does what a handbook should; it offers the latest thinking on commitment: its fundamental nature, its antecedents, its consequences, its targets, its measurement, and yes, even its "dark sides". We learn too there are still many unanswered questions and controversies surrounding commitment. This volume provides the impetus to answer these questions and to advance our understanding of this captivating topic.'*

– Paula C. Morrow, Iowa State University, US

*'This book is the most comprehensive examination of employee commitment in Eastern as well as Western cultures on the market. Hence, it will be of utmost interest to behavioral scientists as well as practitioners who work with international organizations'*

– Gary Latham, University of Toronto, Canada



**2016 576 pp Hardback 978 1 78471 173 3 £195.00**  
 Elgaronline 978 1 78471 174 0  
 Research Handbooks in Business and Management series

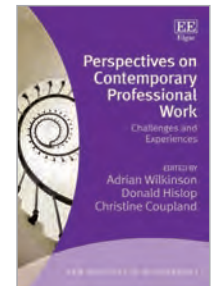
**Perspectives on Contemporary Professional Work**

**Challenges and Experiences**

Edited by **Adrian Wilkinson**, Griffith University, Australia, **Donald Hislop** and **Christine Coupland**, Loughborough University, UK

*'This is an exciting collection that provides a very good feel for the intellectual vigour that characterizes work on the contemporary professions. The book brings together an international team of multidisciplinary scholars who analyze professional work in the context of some of the big social science debates of our age, including managerialism, mobilities, globalization and the impact of information technology. This is an exciting field of study and this book contributes to this excitement.'*

– Daniel Muzio, Newcastle University and Editor *Journal of Professions and Organization*



**2016 392 pp Hardback 978 1 78347 557 5 £95.00**  
 Elgaronline 978 1 78347 558 2  
 New Horizons in Management series

**Handbook of Human Resource Management in the Middle East**

Edited by **Pawan S. Budhwar**, Aston Business School and **Kamel Mellahi**, Warwick Business School, UK

*'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



**2016 464 pp Hardback 978 1 78471 951 7 £170.00**  
 Elgaronline 978 1 78471 952 4

## Research Handbook on Employee Turnover

Edited by **George Saridakis**, Kingston University and Professor **Sir Cary Cooper**, University of Manchester, UK

*'Like a divorce, turnover is important for both partners: here, workers and firms. Some turnover in a firm is probably good, but how much should there be and how much is there? What are its drivers and consequences? And what, if anything, should we do about it? The current volume provides an extremely useful snapshot of this interdisciplinary literature, from which readers will come away with many ideas for future research.'*

— Andrew Clark, Paris School of Economics, France

2016 400 pp Hardback 978 1 78471 114 6 £130.00  
Elgaronline 978 1 78471 115 3

New Horizons in Management series



NEW

## The Neuroscience of Organizational Behavior

Constant D. Beugré, Delaware State University, US

*The Neuroscience of Organizational Behavior* establishes the scientific foundations of organizational neuroscience, a nascent discipline that explores the neural correlates of human behavior in organizations. The book draws from several disciplines including the organizational sciences, neuroeconomics, cognitive psychology, social cognitive neuroscience and neuroscience. The topics discussed include the neural foundations of organizational phenomena, such as decision-making, leadership, fairness, trust and cooperation, emotions, ethics and morality, unconscious bias and diversity in the workplace.

Sept 2017 c 272 pp Hardback 978 1 78347 553 7 c £80.00  
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NEW

## Organizational Opportunity and Deviant Behavior Convenience in White-Collar Crime

Petter Gottschalk, Norwegian School of Management, Norway

This book summarizes the current status of knowledge from the perspective of convenience theory, which integrates theories from criminology, management and other fields, to explain white-collar crime in terms of economic motive, organizational opportunity, and deviant behavior. Case studies comprising autobiographies written by convicted white-collar criminals, internal investigation reports by fraud examiners and survey research are used to examine behavioural dimensions and organizational opportunities to commit crime. The only feasible avenue to combat white-collar crime is to make it less convenient.

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## Handbook of Conflict Management Research

Edited by **Oluremi B. Ayoko** and **Neal M. Ashkanasy**, The University of Queensland and **Karen A. Jehn**, University of Melbourne, Australia

This unique book draws together current thoughts and research in conflict management. Specifically, it brings a wealth of knowledge from authorities in the field on emerging issues such as power in conflict, cognition and emotions in conflict, leading conflict from multiple perspectives and cultural orientations, the role of context in conflict and the teaching of conflict management. Altogether, the *Handbook* provides a critical avenue for researchers and practitioners' continued engagement in conflict research and management theory.

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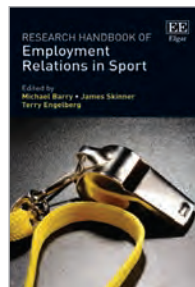
Edited by **Michael Barry**, Griffith University, Australia, **James Skinner**, Loughborough University London, UK and **Terry Engelberg**, James Cook University, Australia

*'This book is a long overdue investigation of an important, but neglected, aspect of sport management. The editors have not only assembled a set of international contributors who are leaders in their respective fields, but they have also identified the employment relations issues of central concern to those studying sport management. This book should be on the shelf of every sport management researcher.'*

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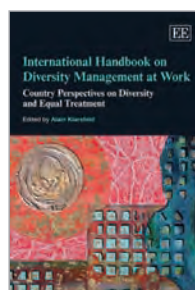
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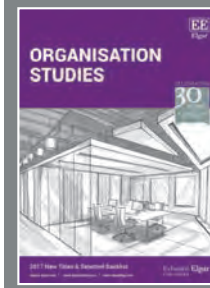
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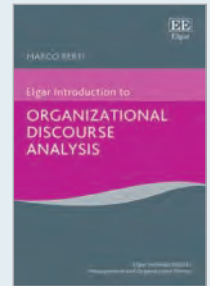
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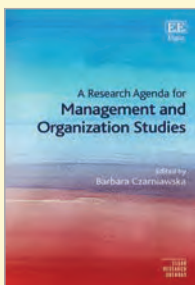
*'Barbara Czarniawska has assembled a fascinating collection of agendas for future research on organization and management, put forward by active scholars. The focus is far from the realist models that underlie modern organizations and many of their analyses: management and organization are here seen as discursive cultural constructions, not mechanical arrangements. And research ideas emphasize interpretive development, not statistical research designs. Readers will find a wealth of creative ideas about evolving contemporary organizations, and about research on them.'*

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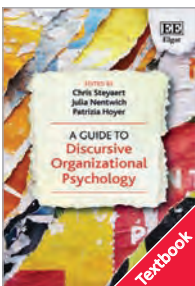
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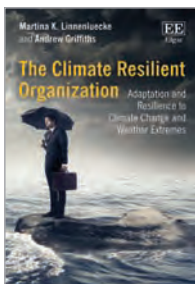
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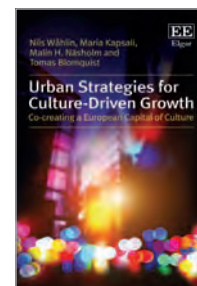
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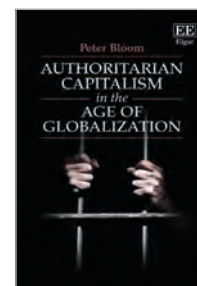
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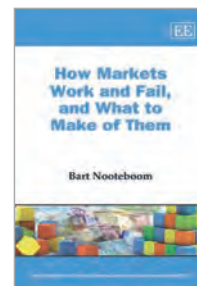
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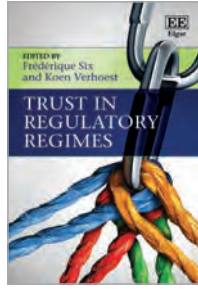
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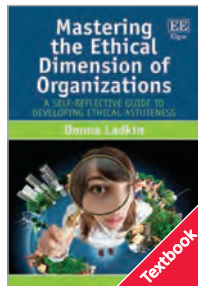
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**Donna Ladkin**, Plymouth Graduate School of Management, UK

Engaging and accessible, this book is ideal for anyone striving to understand ethics in organisations – from upper-level students of management and leadership to professionals and managers. With the use of exercises, reflective prompts and case studies, *Mastering the Ethical Dimension of Organizations* offers a practice-based approach to developing the skills critical to responding ethically to organizational dilemmas.

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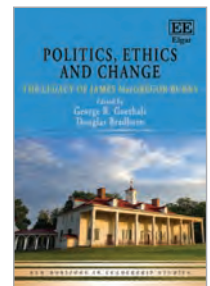
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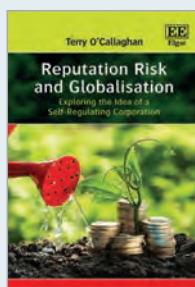
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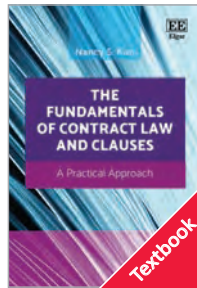
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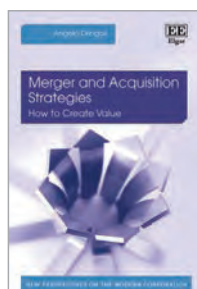
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The decision to carry out a merger or acquisition is certainly a risky one, not least because of the number of variables influencing the final outcome. It is also a decision frequently based on the wrong objectives and an incorrect evaluation process. With this in mind, this important new book offers solutions for reducing the high percentage of mergers and acquisitions (M&As) that fail. It adopts a normative approach, using theoretical analysis to show what managers could and should do to increase shareholders' value through successful M&A strategies. It also explores the conditions that are suitable for favouring a certain type of M&A (horizontal, vertical or diversified) over the others. In conclusion, the book presents case studies of successful M&A strategies providing a link between theory and practice.

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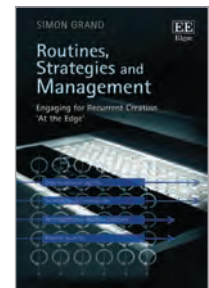
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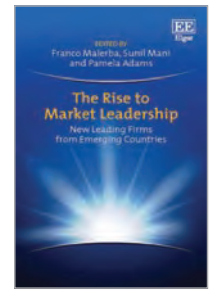
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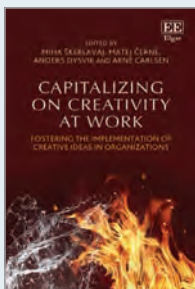
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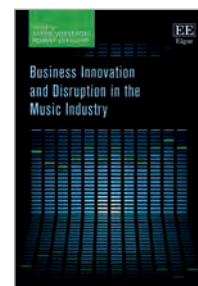
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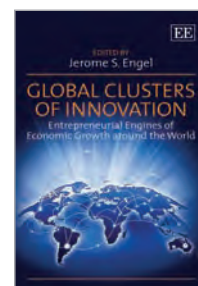
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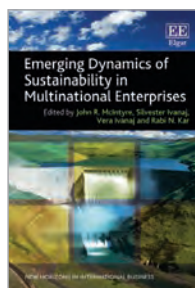
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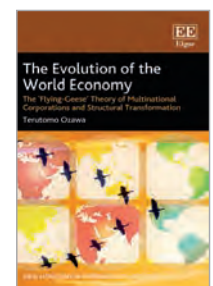
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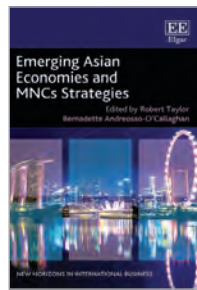


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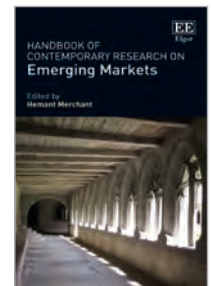
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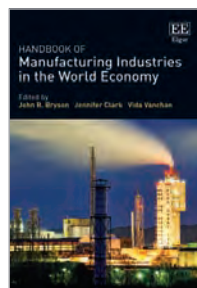
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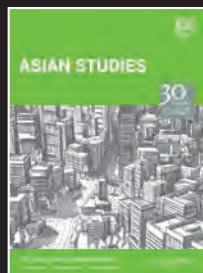
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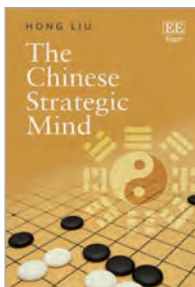
**Hong Liu**, University of Manchester, UK

This book addresses the fundamental issue: does the Chinese strategic mind have its own idiosyncrasies which differ considerably from those of the Western mind? It expounds and unravels the particular characteristics of the Chinese strategic mind: what they are, how they are evolved and what strategic implications they have.

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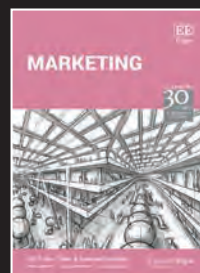
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**Sandro Castaldo**, Bocconi University, Italy,  
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This detailed text is ideal for courses introducing the channel and retail marketing domain to graduate marketing and management programmes.

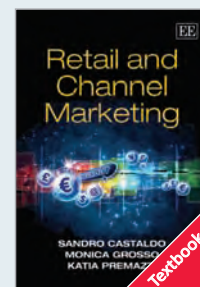
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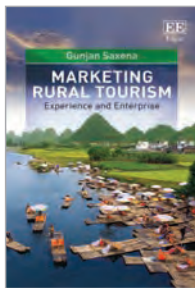
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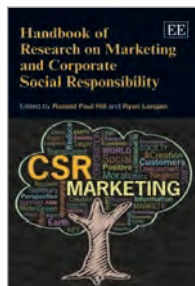
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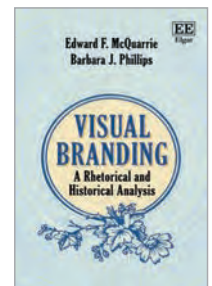
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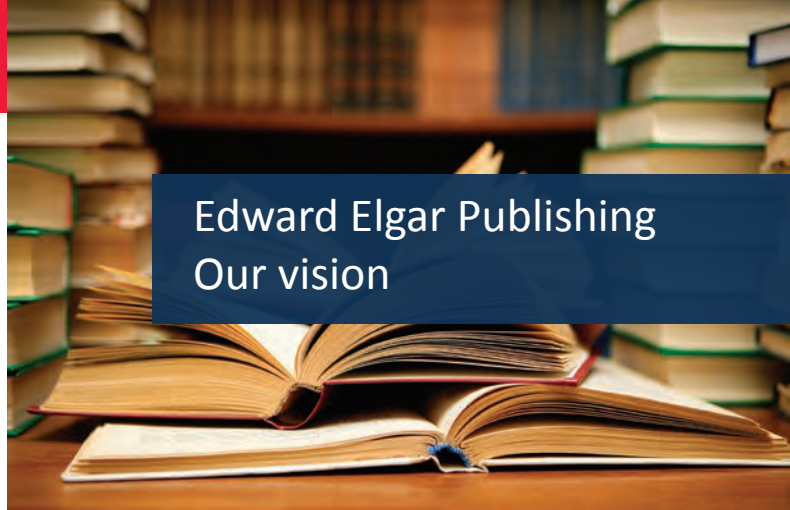
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