**Contributors**

John W. Boudreau is Professor of Management and Organization at the University of Southern California’s Marshall School of Business. He is recognised for breakthrough research on human capital, talent, and sustainable competitive advantage. His large-scale and focused field research studies the future of the global HR profession, HR measurement and analytics, decision-based HR, executive mobility, HR information systems, and organisational staffing and development. He has published more than 50 books and articles, and his research has been featured in *Harvard Business Review*, the *Wall Street Journal, Fortune*, and *BusinessWeek*. Professor Boudreau serves as Research Director for Marshall’s Center for Effective Organizations. He advises numerous organisations, including early-stage companies, global corporations, government agencies, and non-profit organisations.

Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading, UK; and at Nijmegen University in the Netherlands. He had substantial experience as a practitioner and gained his doctorate from the London School of Economics before becoming an academic. He researches in the field of international and comparative HRM; and has published some 25 books and more than 150 articles. He has taught in many countries around the world. In 2002 Chris Brewster was awarded the Georges Petitpas Memorial Award by the practitioner body, the World Federation of Personnel Management Associations, in recognition of his outstanding contribution to international human resource management. In 2006 Chris was awarded an Honorary Doctorate by the University of Vaasa, Finland.

Susan Cartwright is Professor of Organisational Psychology and Well Being and Director of the Centre for Organisational Health and Well-Being at Lancaster University. She is interested in the area of occupational stress and organisational health and well-being. Her work has produced a number of innovative and best practice examples of...
organisational development initiatives to reduce stress and promote health, as well as leading to the development of a widely used stress screening tool, “ASSET” (with C.L. Cooper). Other areas of research interest include: the impact of change, particularly the human aspects of mergers and acquisitions on organisational productivity, commitment, employee satisfaction and well-being, expatriation, innovation, health and culture, training evaluation, emotional intelligence, the meaning of work and older workers.

Wayne F. Cascio is a Distinguished University Professor at the University of Colorado, and he holds the Robert H. Reynolds Chair in Global Leadership at the University of Colorado Denver. He has served as president of the Society for Industrial and Organizational Psychology (1992‒1993), Chair of the SHRM Foundation (2007), the HR Division of the Academy of Management (1984), and as a member of the Academy of Management’s Board of Governors (2003‒2006). He has served as an editor of the Journal of International Business Studies (JIBS). He has authored or edited 28 books on human resource management, including Managing Human Resources (10th edn, McGraw-Hill, 2016), Short Introduction to Strategic Human Resource Management (with John Boudreau, Cambridge University Press, 2012), Investing in People (with John Boudreau, 2nd edn, Prentice Hall, 2011), and Applied Psychology in Human Resource Management (with Herman Aguinis, 8th edn, Pearson, 2013). He is a two-time winner of the best-paper award from the Academy of Management Executive for his research on downsizing. In 2010 he received the Michael R. Losey Human Resources Research Award from the Society for Human Resource Management, received the Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology in 2013, and in 2016 the World Federation of People Management Association’s Lifetime Achievement Award. He is an elected Fellow of the National Academy of Human Resources, the Academy of Management, the American Psychological Association, and the Australian HR Institute.

Allan H. Church is the Vice President Global Talent Assessment and Development at PepsiCo. He is responsible for leading the talent development and capability building agenda for PepsiCo’s Global Groups (that is, Global Beverages, Global Snacks, and Global Nutrition), global marketing, strategy, operations, information systems, and the corporate functions. In addition, he is responsible at the enterprise level for building executive talent assessment and development capabilities to strengthen the company’s c-suite leadership pipeline. Allan joined
PepsiCo in December 2000. Previously he spent nine years as an external OD consultant working for W. Warner Burke Associates and several years at IBM in the Communications Measurement and Research, and Corporate Personnel Research departments. On the side, he has served as an Adjunct Professor at Columbia University and as Chair of the Mayflower Group. Currently he is a Visiting Faculty Scholar at Benedictine University, a member of the Executive Committee of the Conference Board’s Council of Talent Management, and SIOP’s Publications Officer. Allan received his PhD in Organisational Psychology from Columbia University. He is a Fellow of the Society for Industrial-Organisational Psychology, the American Psychological Association, and the Association for Psychological Science.

Johan Coetsee is a Senior Lecturer in Organisation and Human Resource Management in Newcastle Business School (NBS) at Northumbria University and is involved in executive education. Before joining NBS, Johan held a number of senior positions in academia and industry. His background is in chemical, manufacturing, banking and organisational development. His main academic interests are in change management and creating organisational readiness for change. In particular, this professional expertise has been put into practice by designing and delivering executive and masters level programmes for senior and executive managers from a range of organisations.

David G. Collings is Professor of Human Resource Management and Associate Dean for Research at Dublin City University (DCU). He received his PhD from Limerick University. Prior to joining DCU, he held faculty positions at the National University of Ireland, Galway and the University of Sheffield. He was also Visiting Professor at King’s College London. He is Senior Consulting Editor at the Journal of World Business. He is the former editor of the Human Resource Management Journal and the Irish Journal of Management and permanent Chair of the EIASM workshop on talent management. He has been named by HR Magazine as one of the Most Influential International Thinkers in the field of HRM three times (2014–2016). His research and teaching focuses on talent management and global staffing. He has consulted with a number of leading global organisations in these areas. His speaking and consulting engagements include Airbus, the Danish Confederation of Industry, Enterprise Ireland, KPMG, Medtronic, Mercer, Stryker and many others. He is currently supervising a number of PhD students in areas such as international staffing, subsidiary innovation, HRM and performance, and born global firms. He
has taught and delivered executive education in the US, UK, Iceland, Finland, France, Denmark and Singapore.

Patrick C. Flood is Professor of Organisational Behaviour and Co-Director of the Leadership and Talent Institute at Dublin City University. He received his PhD from the London School of Economics. He previously worked at London Business School and the University of Limerick and has held visiting appointments at the Cambridge Judge Business School; University of Maryland, Australian Graduate School of Management, Irish Management Institute, Capital University and Northeastern University, PRC. His key specialties include: top team vision and strategy development, executive education on leadership and change, leadership programme development, and organisational change planning. He has provided executive education to many companies such as Intel, Pirelli, Adidas, Pernod Ricard, Enterprise Ireland, Teagasc, ESBI and over 100 fast growth and new venture teams. He maintains close working relationships with practitioners in industry and is a regular industry conference speaker. Patrick is a current Fellow of the Academy of Social Sciences (FAcSS) and a former Fulbright, British Council FCO and EU HUMCAP scholar. He holds both teaching and research excellence awards from two universities. He is author of over 100 publications; his books include Change Lessons from the CEO (Wiley, 2013); Persuasive Leadership (Wiley, 2010); Effective Top Management Teams (Silver Lake, 2000); Managing Strategy Implementation (Wiley, 2000); and Managing without Traditional Methods (Addison Wesley, 1997).

Jamie A. Gruman is an Associate Professor of Organisational Behaviour at the College of Business and Economics, University of Guelph. He serves as the Graduate Coordinator in the Organizational Leadership stream of the PhD in Management. He has previously taught in both the Psychology Department and the Odette School of Business at the University of Windsor, and in the Psychology Department and the Department of Management at the University of Toronto. He is a founding member, and serves as Chair of the Board of Directors of the Canadian Positive Psychology Association. He completed his doctoral internship at Jackson Leadership Systems, a consulting firm specialising in leadership assessment and development. His research has been widely covered. In Canada he has been profiled and quoted in print and online magazines such as MoneySense magazine, Chatelaine, and Canadian Business, trade publications such as HR Professional, newspapers such as The Globe and Mail and National Post, and has
appeared on CTV’s Canada AM, Global News, Report on Business Television and has been syndicated on CBC radio. He has consulted and delivered seminars for Fortune 500 corporations, public, and not-for-profit agencies including General Motors, The Canadian Federal Government, and The Children’s Wish Foundation.

Anthony Hesketh is a Senior Lecturer at Lancaster University Management School. His research interests cover: the construction, articulation and evaluation of executive strategy making; the relationship between strategy, leadership and organisational performance; the management of talent, especially examination of human capital management architectures and measurement; cultural political economy, semiotic materialism, critical realism and related methodologies; and managerial labour markets. His books include The Mismanagement of Talent (Oxford University Press, 2004) and Explaining the Performance of HR (Cambridge University Press, 2008). He played an important role in helping establish the Centre for Performance-Led HR at Lancaster – which had amongst its members some of the UK’s most influential HR directors. He was also a founding member of the HROA Europe Board and sits on a number of advisory boards in the HR outsourcing space.

Kaifeng Jiang is an Assistant Professor of Management and J. Donnelly Fellow in Participatory Management at Mendoza College of Business, University of Notre Dame. He received his PhD in Industrial Relations and Human Resources from Rutgers University in 2013. His primary research interests focus on the effects of human resource management practices on employee, team, and organisational outcomes. Related interests include leadership, work teams, and organisational climate. Kaifeng regularly presents his research at conferences of Academy of Management (AOM) and Society for Industrial and Organizational Psychology (SIOP). His research work has been evidenced in top-tier publications, such as the Academy of Management Journal, the Journal of Applied Psychology, Organizational Behavior and Human Decision Processes, and Personnel Psychology. Kaifeng is an Associate Editor of Human Resource Management Journal (2016–2019) and serves on the editorial boards of Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, Management and Organization Review, and International Journal of Human Resource Management.

Jason Kautz (MBA, Canisius College, 2013) is at the University of South Carolina, Columbia with expertise in Organizational Psychology. He is a PhD student in the management department at the University
of South Carolina’s Darla Moore School of Business. His primary interests include workplace aggression (specifically social undermining), collective employee attitudes, selection, turnover, and advanced statistical methods. His most recent research focuses on emergent phenomena and the linkage between individual level characteristics and group level characteristics.

Dave Lepak has the Douglas and Diana Berthiaume Endowed Chair in Management at the Isenberg School of Management at the University of Massachusetts Amherst. He received his PhD in Business Administration from the Pennsylvania State University in 1998. Before joining the University of Massachusetts he was Professor of Human Resource Management at Rutgers University from 2008 to 2016, Professor of Management at University of Bath from 2007 to 2008, Associate Professor of Human Resource Management at Rutgers University from 2003 to 2007, and Assistant Professor of Management at University of Maryland College Park from 1998 to 2003. He is Editor of the *International Journal of Human Resource Management*, and Chairperson, HR Division of the Academy of Management. His research interests cover: the strategic management of human capital; individual interpretations and reactions to HRM practices; international HRM; and strategic HRM. He received the Scholarly Achievement Award, Human Resources Division, Academy of Management in 2010.

Cai-Hui (Veronica) Lin, PhD, is a Lecturer at Queen’s Management School, Queen’s University, Belfast. Cai-Hui’s research focuses on strategic human resource management, creativity, innovation, and research methods. Her work has appeared in *Human Resource Management*, *British Journal of Management*, *Human Resource Management Journal* and in a number of books. Cai-Hui teaches at both undergraduate and postgraduate levels.

Anthony McDonnell is Professor of Management at the Cork University Business School, University College Cork, Ireland. Prior to joining UCC, Anthony was Head of the Management Department, Director of the Centre for Irish Business and Economic Performance and Reader in Management at Queen’s University Belfast. Anthony is currently the (Co)Editor-in-Chief of *Human Resource Management Journal* and Adjunct Senior Research Fellow at the University of South Australia. His primary research interest and area of expertise is in the areas of talent management and international management, and more specifically, the HRM approaches of MNCs across countries.
John McMackin is a Lecturer in HRM and Organisational Behaviour at Dublin City University Business School and Chairperson of the School’s MSc in Leadership and Organisational Behaviour programme. He has been associated with the School since 1996 and lectures on a range of HR topics with a particular focus on performance management, change management and leadership development. He has recently resumed academic work after an extended period in School management and consulting. His current research focuses on the application of change management techniques to the implementation of Lean practices. His work has been published in outlets such as Academy of Management Review, Applied Cognitive Psychology and Human Resource Management Journal.

Wolfgang Mayrhofer is Full Professor and head of the Interdisciplinary Institute of Management and Organisational Behaviour, WU Vienna, Austria. He previously held full-time positions at the University of Paderborn, Germany, and at Dresden University of Technology, Germany. He conducts research in comparative international human resource management and leadership, work careers, and systems theory and management and has received national and international rewards for outstanding research and service to the academic community. Wolfgang Mayrhofer has widely published, serves as editorial or advisory board member of several international journals and research centres and regularly consults with organisations in the for-profit and non-profit world.

Lilian Otaye-Ebede has a PhD in Human Resource Management (HRM) and Organisational Behaviour. She currently works as a Senior Lecturer in HRM – Research with Liverpool Business School, Liverpool John Moores University (LJMU). Her research interests are in the areas of strategic human resource management, employee relations, diversity management, international HRM and employee well-being. Her research explores the influence of HR strategies, practices, knowledge and capabilities on performance. Prior to joining LJMU, she worked as a Post-Doctoral Research Associate with the Centre for Performance-Led HR at Lancaster University. She also worked at Aston University, Birmingham as a Sessional Lecturer at the Business School; Research Associate on a project sponsored by the British Safety Council; and with the Aston Centre for Human Resources. She is currently an editorial board member of the Journal of Organizational Effectiveness: People and Performance and is a member of the British Academy of Management (BAM), Academy of Management (AOM), and the Nigerian Institute of Management (NIM).
Robert E. Ployhart is the Bank of America Professor of Business Administration in the management department at the University of South Carolina’s Darla Moore School of Business. His PhD was from Michigan State University in 1999. His primary interests include human capital resources, staffing, recruitment, and advanced statistical methods. His most recent research focuses on the intersection of psychology with organisational strategy. Rob has been Associate Editor of the *Journal of Applied Psychology* and is a Fellow of the Society for Industrial and Organizational Psychology, the American Psychological Association, and the Association for Psychological Science.

Alan M. Saks is a Professor of Organizational Behavior and HR Management in the Department of Management at University of Toronto, Scarborough. He holds a cross-appointment to the Organizational Behaviour area at the Rotman School of Management and the Centre for Industrial Relations and Human Resources. He conducts research on organisational entry and the school-to-work transition such as job search, recruitment, and the socialisation and on-boarding of new hires. He has also studied and written about the transfer of training, employee engagement, and workplace spirituality. His teaching includes courses in Organizational Behaviour, Research Methods in Industrial Relations and Human Resources, Training and Development, and Human Resource Planning and Strategy.

Karin Sanders is Professor Organizational Behavior and Human Resource Management at the University of New South Wales Australia Business School, Sydney, Australia and is Director of the Centre of Innovation and Entrepreneurship (CIE; UNSW). Her research focuses on the process approach of HRM, in particular the impact of employees’ perceptions and attributions of HRM on their attitudes and behaviours, such as their informal learning activities. She has published in journals like *Academy of Management Learning & Education, Organization Studies, Human Resource Management, Journal of Vocational Behavior, Group & Organization Management, International Journal of HRM* and *Human Resource Management Journal*.

Helen Shipton is Professor of Human Resource Management and Director of the Centre of People, Innovation and Performance at Nottingham Business School, Nottingham Trent University. She has published widely in several areas: human resource management, innovation and performance, how HRM influences creativity and...
innovation and performance – especially from a multi-level perspective, leadership development and leadership development evaluation, and international perspectives on HRM and performance. Helen holds a Visiting Professorship at the School of Management, Australian School of Business, University of New South Wales, Australia.

Adam Smale is Professor of Management and Business Administration and Head of the HRM Research Group in the Department of Management in the University of Vaasa. His research interests focus on international HRM, how multinational firms manage their human and knowledge resources on a global scale, and the types of challenges they face. He has published over 20 articles, several award-winning, on HRM, talent management and knowledge transfer in multinational corporations in leading journals and sits on the editorial board of the Journal of Organizational Effectiveness: People and Performance and the Nordic Journal of Business.

Huadong Yang is currently a Senior Lecturer in Organisational Behaviour and HRM at the University of Liverpool Management School (ULMS). Before joining ULMS, he taught at the University of Twente in the Netherlands and at Birkbeck, University of London. Dr Yang has also held a Senior Visiting Fellow position at the Australian School of Business at UNSW (Australia) and a Visiting Fellow position at the School of Public Administration, Renmin University of China. He received his PhD degree in Organisational Psychology from the University of Groningen in the Netherlands. He did his undergraduate and graduate study in psychology in China. He conducts his research in the areas of Conflict Management, Cross-Cultural Psychology and Human Resource Management.