Human Resource Management in Europe: Evidence of Convergence?

Edited by
Chris Brewster, Wolfgang Mayrhofer and Michael Morley
Contents

Preface vii
Acknowledgements ix
List of contributors x

Part 1
1 Human resource management: a universal concept?
   Paul Gooderham, Michael Morley, Chris Brewster and Wolfgang Mayrhofer 1

Part 2
2 The UK and Ireland: traditions and transitions in HRM
   Sarah Atterbury, Chris Brewster, Christine Communal, Christine Cross, Patrick Gunnigle and
   Michael Morley 27
3 The Netherlands and Germany: flexibility or rigidity?
   Bart Dietz, Job Hoogendoorn, Rüdiger Kabst and Anja Schmetter 73
4 Austria and Switzerland: small countries with large differences
   Christiane Erten, Guido Strunk, Jean-Claude Gonzalez and Martin Hilb 95
5 France and Belgium: language, culture and differences in human resource practices
   Dirk Buyens, Françoise Dany, Koen Dewettinck and Bérénice Quinodon 123
6 Spain and Portugal: different paths to the same destiny
   Rita Campos e Cunha, Carlos Obeso and Miguel Pina e Cunha 161
7 Italy, Greece and Cyprus: HRM in the south-eastern Mediterranean corner of the EU
   Nancy Papalexandris and Eleni Stavrou-Costea 189
8 Denmark and Norway: siblings or cousins?
   Anna Patricia Rogaczewska, Henrik Holt Larsen, Odd Nordhaug, Erik Døving and
   Martin Gjelsvik 231
9 Sweden and Finland: small countries with large companies
   Tina Lindeberg, Bo Månson and Sinikka Vänhala 279
10 Bulgaria and Czech Republic: countries in transition
    Josef Koubek and Elizabeth Vatchkova 313
11 Estonia and Slovenia: building modern HRM using a dualist approach
    Ruth Alas and Ivan Svetlik 353
12 Turkey and Israel: HRM as a reflection of society
    Amnon Caspi, Batia Ben-Hador, Jacob Weisberg, Cavide Uyargil, Gönen Dündar and
    V. Lale Tuzuner 385
Part 3
13 Convergence, stasis, or divergence?
   Wolfgang Mayrhofer, Michael Morley and Chris Brewster

Appendix 1 International survey methodology: experiences from the Cranfield network
   Olga Tregaskis, Caroline Mahoney and Sarah Atterbury
Appendix 2 Cranet questionnaire

Bibliography

Index