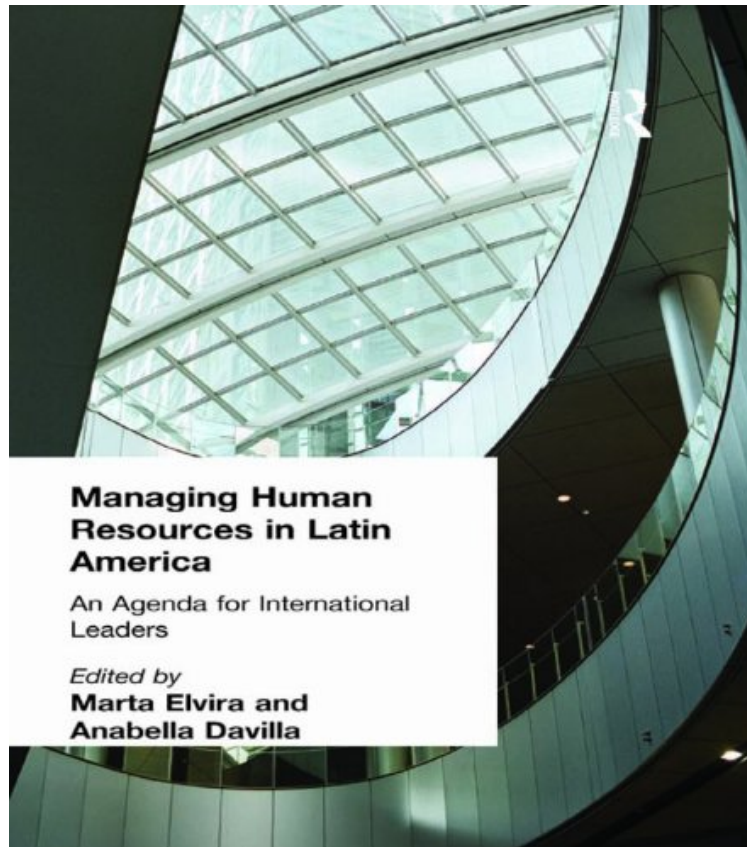


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## Managing Human Resources in Latin America: An Agenda for International Leaders (Global HRM)

*From Routledge*

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**From Routledge : Managing Human Resources in Latin America: An Agenda for International Leaders (Global HRM)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Managing Human Resources in Latin America: An Agenda for International Leaders (Global HRM):

0 of 0 people found the following review helpful. Part on Brazil Incomprehensible!By SaarI bought this book as part of my research on IHRM in Brazil's emerging economy. The first few chapters of the book are good and informative, on general HR practices in Latin America.The chapter on Brazilian HRM (chapter 6) is terrible on the other hand. Maybe it is a problem of translation but the text is incomprehensible. I am convinced the author is a very good professor and her research is very valuable to this field. But it seems her study is translated with google and copy-paste put together, I could not understand it. It is a shame that it is so difficult to find good articles and books on such an important topic.

In addition to providing the reader with a thorough overview of the trends in HR strategies and practice and the challenges faced by HR executives in Latin America, this book also explores cultural issues critical to conducting

business and understanding human resource management in this region. Structured in two distinct parts, Davila and Elvira's comprehensive book moves from a general overview of the economic, managerial and leadership styles found in Latin America to the current status, role and importance of the HR function in a variety of country-specific chapters including Argentina, Brazil, Chile, Mexico, Central America and Panama. Expert scholars from the region and abroad highlight how regional characteristics affect HRM practices according to the particular development of each country, and country specific chapters focus on: aspects of key institutional determinants of HRM practices (such as laws, politics, economy) the current status, role and importance of the HR function in most firms review practices including pay, staffing and labour relations trends for the near future. Written from a Latin American perspective, and by contributors with interdisciplinary backgrounds, it features topical, original research and forms an essential component of the Global HRM series, complementing the other texts. Using up-to-the-minute case studies, this text is invaluable reading for academics, students and practitioners of HRM, personnel management and international business alike.

'The editors ... have compiled and written the best book currently available on Latin American HRM for a general audience interested in international business.' - Journal of Industrial Relations  
'This book is an essential guide for managers and scholars seeking to understand how the national cultures of Latin America impact business.' - Denise M. Rousseau, Carnegie Mellon University, USA  
and 2004-2005 President of the Academy of Management  
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Marta M Elvira is Academic Dean at Lexington College Chicago.  
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