Table of Contents

Preface .................................................................................................................................................. xv

Acknowledgment ................................................................................................................................ xix

Chapter 1
International Human Capital as a Source of Competitive Advantage for Organizations:
International Human Resource Management ........................................................................................ 1
   María Bastida Domínguez, University of Santiago de Compostela, Spain

Chapter 2
Talent Management Integrated Approach for Organizational Development ................................. 22
   Neeta Baporikar, HP-GSB, Namibia University of Science and Technology, Namibia

Chapter 3
In Search of Balance between Talent Management and Employee Engagement in Human
Resource Management .......................................................................................................................... 49
   Wilson Ozuem, Regents University, UK
   Geoff Lancaster, London School of Commerce, UK
   Harshika Sharma, University of Wales, UK

Chapter 4
External Consulting in Change Processes: Change Management Consulting and Human Resource
Management ........................................................................................................................................ 76
   Sofía Conrero, Universidad Católica de Córdoba, Argentina

Chapter 5
Managerial Practices as Antecedents of Employees’ Resistance to Change: Organizational Change
and Human Resource Management ....................................................................................................... 89
   Antonia M. García-Cabrera, Universidad de Las Palmas de Gran Canaria (ULPGC), Spain
   Sonia M. Suárez-Ortega, Universidad de Las Palmas de Gran Canaria (ULPGC), Spain
   Fernando García-Barba Hernández, Cabildo Insular de Gran Canaria, Spain
### Chapter 6
Reframing Diversity in Management: Diversity and Human Resource Management

*Ashanti De León, London Metropolitan University, UK*
*Wilson Ozuem, University of Gloucestershire, UK*
*Jummy Okoya, University of East London, UK*

### Chapter 7
Cultural Intelligence in Organizational Contexts and Human Resource Management

*Manuel Moyano, Universidad de Córdoba, Spain*

### Chapter 8
Ethics and Corporate Social Responsibility in Human Resource Management

*Mercedes Ruiz-Lozano, Loyola University Andalusia, Spain*
*Rafael Ruiz Nieto, MP Lifts, Spain*

### Chapter 9
Why Manage Human Resources from a Social Responsibility Perspective? An Analysis of the Job Seekers’ and Employees’ Perceptions

*Xiana Ferreira-Cotón, University of Santiago de Compostela, Spain*
*Adolfo Carballo-Penela, University of Santiago de Compostela, Spain*

### Chapter 10
The Social Role of Human Resources Teachers: Human Resource Management

*Agustin Galan Garcia, Universidad Huelva, Spain*
*Roberto Fernandez Villarino, Universidad Huelva, Spain*

### Chapter 11
Internal Market Orientation and Strategy Implementation

*Jose Ruizalba, University of West London, UK*
*Anabela Soares, University of West London, UK*

### Chapter 12
Strategic Antecedents of Emotional Involvement in Europe: Emotions at Work Context and Human Resource Management

*Ana María Lucia-Casademunt, Universidad Loyola Andalucía, Spain*
*Antonio Ariza-Montes, Universidad Loyola Andalucía, Spain*
*Teresa Montero-Romero, Universidad Loyola Andalucía, Spain*

### Chapter 13
The Key of Franchising Chains and Human Resource Management: A Question of Commitment

*Ana Branca Carvalho, Polytechnical Institute of Viseu, Portugal*
*Fernanda Nogueira, University Lisboa, Portugal*