

*Comparative Human Resource Management: The Challenge to International Business Studies*

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**Abstract**

The differences between how people are managed in different countries have been a major and enduring theme in international business. The study of comparative human resource management (HRM), particularly in the context of globalisation, non-standard work patterns and cultural differences between countries is a subject that has profound implications for organisations and the way they are run.

Professor Brewster is a leading authority on comparative HRM. In this seminar, he will outline some of the major debates in comparative HRM. He will move beyond what he believes are outdated cultural perspectives and focus on an institutional approach to HRM, which shows the persistence of national differences, and the limits to the effects of multinational companies. The seminar will therefore be highly relevant to those interested in international business, multinational companies, human resource management, and cultural aspects of organisations.

**Speaker bio**

Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading. He gained substantial experience in trade unions, Government, specialist journals, personnel management in construction and air transport, and consultancy, before becoming an academic twenty years ago.

Chris has conducted extensive research in the field of international and comparative HRM; and published over twenty books and more than a hundred articles. In 2002 Chris he 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 2005, a University of Chicago survey found he was one of the most published authors in the international business journals, one of only a handful of non-US authors and a handful of human resource management specialists in the list. In 2006, Chris was awarded an Honorary Doctorate by the University of Vaasa in Finland.