

# Global Practices on Effective Talent Acquisition and Retention

Part of the Advances in Human Resources Management and Organizational Development Book Series

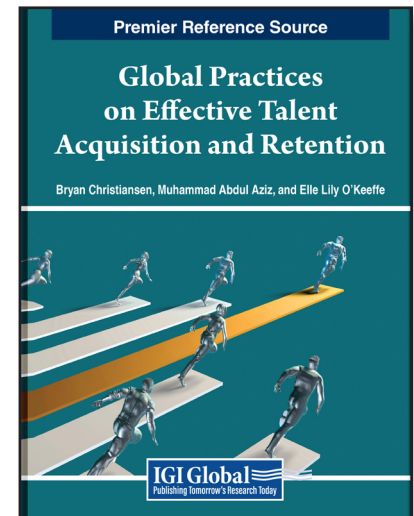
Bryan Christiansen (Southern New Hampshire University, USA),  
Muhammad Abdul Aziz (University of Greenwich, UK) and Elle Lily O'Keeffe (Rasmussen University, USA)

## Description:

Studies have indicated that employers across the globe face difficulties in filling critical roles, sparking a worldwide "war for talent." This talent war, once a temporary market condition, has now solidified into the "New Normal." Leaders recognize that success in this era demands the construction of optimal teams for strategic competitive advantage amid global uncertainty and hypercompetition. As explored in detail within the pages of **Global Practices on Effective Talent Acquisition and Retention**, this book serves as an indispensable guide for scholars and practitioners navigating the intricacies of talent management in the current global scenario.

This project aspires to create a comprehensive reference material delving into diverse aspects of current global talent realities. It aims to provide scholars and practitioners with recent empirical, practical, and theoretical research on talent acquisition and retention practices worldwide. The emphasis is on sustainable practices that drive organizational success across multiple industries. The impact of this publication will resonate in both application and the direction of future research.

Explore the evolving landscape of talent acquisition, from the historical perspective to cutting-edge practices such as AI-driven recruitment and the integration of eco-friendly and sustainable HRM. Dive into themes like diversity and inclusion, employee well-being, remote work challenges, and compensation strategies in a global context. Each chapter, meticulously curated, offers insights into the imperative for global talent acquisition and retention, making this book an indispensable resource for scholars and practitioners navigating the intricacies of talent management in the current global scenario.



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## Topics Covered:

- AI in Talent Management
- Building a Green Workforce
- Cultural Intelligence
- Diversity and Inclusion
- Effective Onboarding Practices
- Employee Value Proposition
- Global Compensation Strategies
- Machine Learning in Recruitment
- Navigating Multicultural Workforces
- Remote Work Challenges and Opportunities
- Succession Planning through Knowledge Retention

**Subject:** Business & Management

**Classification:** Edited Reference

**Readership Level:** Advanced-Academic Level  
(Research Recommended)

**Research Suitable for:** Advanced Undergraduate Students; Graduate Students; Researchers; Academicians; Professionals; Practitioners

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