

CV: Visiting Professor – Candidate for Summer Term 2015 & Summer Term 2016

Name: Jaime Alfonso Bonache
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Home University & Current Position

Esade Business School, Madrid, Spain
Department of People Management and Organization
Professor (of Human Resource)

Research & Teaching Interests

- Knowledge transfer within multinational companies
- Strategic human resources
- International Assignments

- Global Assignments and Expatriation
- Knowledge Management and the international transfer of HR practices
- HR Innovation and work arrangements

Courses as a Visiting Professor in Goettingen

- International Business (Lecture, Bachelor level)
- Cross-cultural Organizational Behavior Seminar (Seminar, Master level)
- Intercultural Management (Lecture, Master level)

Academic Positions

2007 – 2010 Cranfield School of Management, Bedford, UK
Professor of International People Management

Carlos III University, Barcelona, Spain
Professor of Management

2000 – 2004 IE Business School, Madrid, Spain

As invited professor:

- École de Management, Grenoble, France
- ESAN Business School, Lima, Perú
- INCAE Business School, Costa Rica
- BOCCON Business School – Rutgers University

Non-academic Employment

- Consults widely on human resource management for a wide range of European and Spanish multinational organizations, including Alstom, Grupo Santander, Dragados y Construcciones, Endesa, and Renault Motor Company.

Education

- Universidad Autonoma Madrid, Spain
Ph. D. in Economics and Business Sciences, Licenciado en Filosofia y Letras.
- Carleton University, Ottawa, Canada
Masters of Arts Philosophy
- IADE
MBA

Services & Memberships

- Participated in the post-graduate programs and academic activities of numerous European and Latin-American academic institutions, including Copenhagen Business School (Denmark), INCAE (Costa Rica), Instituto de Empresa (Spain), Reading University (England), Tecnológico de Monterrey (Mexico), and Vlerick Leuven Gent Management School (Belgium)
- Directed numerous International research projects on people management issues and participated in Scientific Committees of the Academic of Management and other major International research Institutions

Publications

Selected Papers in English on Global Assignments and Expatriation

- Exploring Expatriate outcomes (with C. Brewster, Jean-Luc Cerdin, Vesa Suutari), ***The International Journal of HRM*** (forthcoming).
- The impact of individual performance on organizational success and its implications for the management of expatriates (with Daniela Noethen), ***The International Journal of HRM*** (forthcoming).
- "A New Framework for Understanding Inequalities Between Expatriates and Host Country Nationals" (with Victor Oltra and Chris Brewster), ***Journal of Business Ethics***, Volume 115, Issue 2 (2013), Page 291-310
- "Crossing national boundaries: A typology of qualified immigrants' career orientations" (with Jelena Zikic and Jean-Luc Cerdin), ***Journal of Organizational Behaviour***, 2010, Vol. 31(5): 667-686.

- “The Interaction of Expatriate Pay Differential and Expatriate Inputs on Host Country Nationals’ Pay Unfairness” (with J. Sanchez and C. Zarraga), ***International Journal of HRM***, 2009, Vol.20 (10): 2135-2149
- “Determinants of the success of international assignees as knowledge transferors: A theoretical framework” (with C. Zarraga), ***International Journal of HRM***, 2008, Vol.19 (1): 1-18
- When are international managers a cost effective solution? The rationale of transaction costs economics applied to staffing decisions in MNCs (with Plá-Barber, J.), ***Journal of Business Research***, 2005, Vol. 58(10): 1320-1329
- Job satisfaction among expatriates, repatriates and domestic employees: the perceived impact of international assignments on work-related variables, ***Personnel Review***, 2005, Vol. 34 (1): 110-124.
- Expatriation: A developing research agenda (with C. Brewster and V. Suutari, ***Thunderbird International Business Review***, 2001, Vol. 43 (1): 3-20
- Global integration without expatriates (with J. Cerviño), ***Human Resource Management Journal***, 1997, Vol. 7 (3): 89-100
- Expatriate compensation and its link to the subsidiary strategic role: a theoretical analysis (with Z. Fernández), ***The International Journal of HRM***, 1997, Vol. 8 (4): 457-475

Papers on Knowledge Management and the international transfer of HR practices

- “HR International Strategies in Latin America: An empirical examination” (with Juan Sanchez and Jordi Trullen), ***Journal of Business Research***, 2012, vol. 65, issue 12, pages 1773-1781
- “Human Resource Management in Europe, Asia and Latin-America” (with C. Martin; book review), ***Human Resource Management***, 2007, Vol. 46 (4): 685-687
- Knowledge, International Mobility, and Careers”, (with Brewster, C.; Suutari, V.), ***International Studies of Management and Organization***, 2007, Vol. 37: 3-15
- The impact of team atmosphere on knowledge outcomes in self-managed teams (with C. Zarraga), ***Organization Studies***, 2005, Vol. 26 (5): 661-681
- Assessing the team environment for knowledge sharing: an empirical analysis (with C.Zarraga), ***The International Journal of HRM***, 2003, Vol. 14 (7): 1227-1245
- Knowledge transfer and the management of expatriation (with C. Brewster), ***Thunderbird International Business Review***, 2001, Vol. 43 (1):145-168
- The international transfer of an idea suggestion system: against radical relativism in international human resource management, ***International Studies of Management and Organization***, 1999-2000, Vol. 29 (4): 24-44
- An expert HR system for aligning organizational culture and strategy (with E. Cabrera), ***Human Resource Planning***, 1999, Vol. 22 (1): 51-60

Papers on HR Innovation and Work Arrangements

- 10. Factors helping the HR function gain greater acceptance for its proposals and innovations: evidence from Spain (with Luigi Stirpe and Jordi Trullén), The International Journal of HRM (forthcoming).
- 11. The acceptance of new HR practices: Some evidence from Spain on the role of management behavior and organizational climate (with Luigi Stirpe and Jordi Trullén), International Journal of Manpower (forthcoming).
- Differentiating the Workforce: The Performance Effects of Using Contingent Labor in a Context of High-Performance Work System (with Luigi Stirpe and Antonio Revilla), Journal of Business Research (forthcoming).
- 13. A transaction cost analysis of staffing decisions in international operations (with Benito, G.; Toassen, S. and Plá-Barber, J.), Scandinavian Journal of Management, 2005, Vol. 21 (1): 101-126
- 8. Towards a re-examination of work arrangements: an analysis from Rawls' Theory of Justice, Human Resource Management Review, 2004, Vol. 14 (4): 395-408

Books

- Managing the Global Workforce (with Paula Caligiuri and David Lepak), 2010, John Wiley and Sons, New York (USA)
- Dirección de Personas ("Managing Human Resources") (with Angel Cabrera), 2006, Prentice Hall
- Dirección Estratégica de Personas ("Strategic Human Resource Management") (with Angel Cabrera), 1st edition: 2002; 2nd edition: 2004, Prentice Hall

Chapters in books

- Compensation Strategies in Emerging Countries (with Carmen Paz). In Frank Horwitz and Pawan Budhwar, Handbook of HRM in Emerging Countries, Edward Elgar, London (in Press)
- Compensating global employees (with L. Stirpe). In G. Stahl, I. Bjorkman, and WShad Morris, Handbook of Research in International Human Resource Management, Second Edition, published by Edward Elgar in 2012
- Dirección de personas. In Gloria Batllori, El MBA de Esade, published by Editorial Planeta, 2010
- Global business strategy: The foundation for managing the global workforce, in P. Caligiuri, D. Lepak and J. Bonache, Managing the global workforce, published by Hoboken, N.J. (U.S.): John Wiley & Sons in 2010
- Managing attitudes and behavior: Motivating and rewarding the global workforce, in P. Caligiuri, D. Lepak and J. Bonache, Managing the global workforce, published by Hoboken, N.J. (U.S.): John Wiley & Sons in 2010

- Transfer of strategic HR know-how in MNCs: mechanisms, barriers and initiatives (with Dickmann, M.), in M. Dickmann, C. Brewster and P. Sparrow, *International HRM: A European Perspective*, published by Routledge in 2008
- Strategic staffing in multinational companies: a resource based approach management (with Fernández, Z.), in M. Mendenhall, G. Oddou and G. Stahl, *Readings and Cases in IHRM (4th Edition)*, published by Routledge in 2006
- The compensation of expatriates: a review and a future research agenda, In G. Stahl and I. Bjorkman, *Handbook of Research in International Human Resource Management*, published by Edward Elgar in 2006
- "International Industrial Relations and the transfer of Best Practices", en Monir Tayeb (ed), *International Management: theories and practices*, Pearson Education, London, 2003, Chapter 12: 263-281 (with J. Cerviño).
- Los pilares de la dirección de recursos humanos ("The pillars of HR Management") (with Cabrera, A. and Gómez-Mejía, L.), in J. Bonache and A. Cabrera, *Dirección de Personas ("Managing Human Resources")*, published by Prentice Hall in 2006
- Relaciones con sindicatos ("Unions and HRM"), in J. Bonache and A. Cabrera, *Dirección de Personas ("Managing Human Resources")*, published by Prentice Hall in 2006
- International compensation: costs and benefits of international assignments (with Fernández, Z.), in H. Scullion and M. Linehan, *International human resource management: A critical text*, published by Palgrave Macmillan in 2005
- Recursos humanos y ventaja competitiva ("Human Resources and Competitive Advantage") (with Cabrera, A.), in J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)
- Prácticas de recursos humanos y rendimiento empresarial ("HR practices and Business Performance"), in J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)
- La evaluación del rendimiento ("Performance Management"), In J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)
- Retención y ruptura laboral ("Retention and Turnover"), in J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)
- El sistema de recursos humanos en las multinacionales ("HR System in Multinational Companies") (with Quintanilla, J.) in J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)
- La gestión de expatriados ("Expatriate Management"), in J. Bonache and A. Cabrera, *Dirección Estratégica de Personas ("Strategic Human Resource Management")*, published by Prentice Hall in 2002 (1st edition) and 2004 (2nd edition)

- El estudio de casos como estrategia de investigación (“Case study as a research method”) (with Cerviño, J.) in. C. Berne, La Investigación con el Método del Caso (“Case study research”), published by Zaragoza University in Zaragoza, 2002
- International industrial relations and the transfer of best practices (with Cerviño, J.) in. M. Tayeb, International Management: A Cross-cultural Approach by Financial Times/ Prentice Hall in 2002
- Strategic staffing in multinational companies: a resource based approach (with Fernández, Z.) in. C. Brewster. and H. Harris., International HRM. Contemporary issues in Europe, published by Routledge in 1999