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DIVERSITY & GENDER



2014 NEW TITLES ■ SELECTED BACKLIST ■ EBOOKS

Edward Elgar Publishing ■ www.e-elgar.com ■ www.elgaronline.com**NEW****Women in STEM Careers**

International Perspectives on Increasing Workforce Participation, Advancement and Leadership

Edited by **Diana Bilimoria**, Case Western Reserve University, US and **Linley Lord**, Curtin University, Australia

'In an effort to move away from the usual negative approach of studying why women leave STEM areas, Bilimoria and Lord focus on a number of research studies across the United States, Australia and Europe that examine why women stay and what organizations and broader societal practices are doing to encourage women's career development. This exciting new volume has much to offer both academic researchers and practitioners in the field.'

– Susan Vinnicombe OBE, Cranfield University, UK

'Science and technology have become major contributors to our advancement and economic progress. But although more women than men now graduate from universities, women continue to face challenges in STEM fields such as engineering, mining, and university STEM teaching and research. Though progress is slowly being made, much more needs to be done. Diana Bilimoria and Linley Lord, along with their international contributors, address these concerns using theory and research evidence along with offering solutions. Organizational managers and government administrators interested in increasing women's participation and advancement in STEM disciplines needs to examine this collection'

– Ronald J. Burke, York University, Canada

Adopting an international perspective, this book draws on current research from the United States, Australia and Europe to examine women's participation, advancement and leadership in Science, Technology, Engineering and Mathematics (STEM) fields.

The book explores the nature of STEM careers across industry and academia, and presents the latest thinking on successful individual, organisational and educational initiatives related to women in STEM. Along with a select group of international contributors, Diana Bilimoria and Linley Lord provide a fresh perspective, based on success stories and successful initiatives, augmenting contemporary perspectives on the barriers and issues that women in STEM careers continue to face.

Oct 2014 c 224 pp Hardback 978 1 78195 406 5 c £70.00
*Elgaronline 978 1 78195 407 2***NEW****International Handbook on Diversity Management at Work**

SECOND EDITION Country Perspectives on Diversity and Equal Treatment

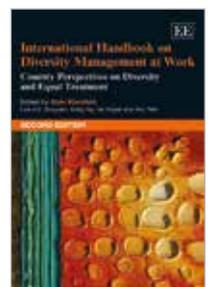
Edited by **Alain Klarsfeld**, University of Toulouse, France, **Lize A.E. Booysen**, Antioch University, US, **Eddy Ng**, Dalhousie University, Canada, **Ian Roper**, Middlesex University Business School and **Ahu Tatli**, Queen Mary, University of London, UK

'This second edition contains 14 countries as opposed to 16 in the first edition, but is essentially different as it not only includes updates for the countries in common, but also six new ones including Australia, Finland, Japan, New Zealand, Nigeria and Russia. It is, therefore, essentially a complement to the first edition. The editors suggest that one of the most significant effects of globalization has been to widen the scope of diversity management as workforces are becoming more diverse, with migrants posing a particular challenge in some countries. Examination at national level is crucial as anti-discrimination legislation and its implementation vary from country to country, especially with respect to whether or not positive discrimination is a feature. Above all the picture is changing over time. Hence the need for this new edition.'

– Peter J. Sloane, Swansea University, UK and Flinders University, Australia

Managing and developing diversity is on the political and business agenda in many countries; therefore diversity management has become an area of knowledge and practice in its own right. Yet all too often it is referred to as a unifying concept, as if it were to be interpreted uniformly across all cultures and countries. The contributors to this volume expertly examine the relationship between diversity management and equality legislation within the different participating countries' national contexts. They advocate that such separation and sequencing between equality at work and diversity management is far from natural.

Contributors include: I. Adeleye, D. Atewologun, A.-F. Bender, R. Bendl, I. Bleijenbergh, E. Bokovikova, L.A.E. Booysen, J. Burgess, F. Colgan, E. French, R. Haq, R. Hofmann, A. Klarsfeld, S. Kosheleva, J. Laufer, J. Louvrier, O. Matanmi, A. McKearney, A. Murgia, E. Ng, S. Nkomo, B. Poggio, J. Pringle, K. Ravenswood, I. Roper, I. Ryan, R. Schalk, G. Strachan, A. Tatli, A. Terluow, D.-G. Tremblay, A. Tuori, M. van Engen, E. Zavyalova

May 2014 304 pp Hardback 978 0 85793 930 2 £120.00
Elgaronline 978 0 85793 931 9

NEW

Corporate Social Responsibility and Human Resource Management

A Diversity Perspective

Edited by **Mine Karataş-Özkan**, University of Southampton, **Katerina Nicolopoulou**, University of Strathclyde and **Mustafa F. Özbilgin**, Brunel University, UK

'A valuable guide to combine so far separate strands of thinking on CSR, Diversity Management and HRM. With its global focus, this book cuts through the claims and assumptions of existing understanding and provides data from a large set of countries. It will certainly stimulate insightful thoughts and practices of CSR in HRM'

– Sibel Yamak, Galatasaray University, Turkey

Including both theoretical and empirical chapters, the contributors explore how global organisations with a global workforce could develop concrete activities to leverage their HRM strategies and diversity management in collaboration with stakeholders within their community. They share their knowledge of the management process involved in mainstreaming diversity through effective design and implementation of CSR programmes in organisations.

July 2014 c 384 pp Hardback 978 1 84844 793 6 c £90.00
Elgaronline 978 1 78347 636 7

NEW

Research Handbook on Women in International Management

Edited by **Kate Hutchings**, Griffith University, Australia and **Snejina Michailova**, The University of Auckland, New Zealand

'Research Handbook on Women in International Management is a welcome addition to the literature on international management, and a must-read for any scholar, from any country, seeking to develop theory and/or research in this field. The book is remarkable for its diversity, covering past, present and future, every region of the world, and many different types of international experience, and family circumstance. Thorough and thought-provoking.'

– Kerr Inkson, The University of Auckland Business School, New Zealand and co-author, with Yvonne McNulty, of *Managing Expatriates*

Contributors: M. Baker, F.L. Cooke, M. Cowling, L. DeVries, C. Dickie, N. Doherty, I. Fischlmayr, E.C. Harrison, K. Hutchings, I. Kollinger-Santer, P. Lirio, R. McGourty, S. McKenna, Y. McNulty, B. Metcalfe, S. Michailova, M. Moeller, B. Nagy, N. Napier, H. Primecz, J. Richardson, S. Shortland, L. Stroh, P. Tharenou, K. Thorn, J. Tienari

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Gender in Organizations

Are Men Allies or Adversaries to Women's Career Advancement?

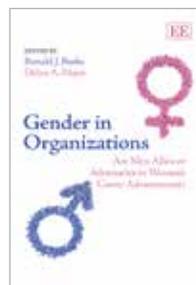
Edited by **Ronald J. Burke**, York University, Canada and **Debra A. Major**, Old Dominion University, US

'A book on gender in organisations usually focuses on women. This one doesn't. Men and masculinities play centre stage in explaining how women (and sometimes men) are disadvantaged at work. The book does not position men as the bad guys. There are many examples of how men act as allies to women. A novel approach and a welcome addition to gender scholars. A great read!'

– Susan Vinnicombe, OBE, Cranfield University, UK and Simmons College, US

Diversifying the workforce is becoming increasingly important, with gender equality being a central feature of overall equality. Men seem to be part of the problem and a necessary part of the solution. This collection ties these themes together in the context of talent management and organizational effectiveness.

2014 456 pp Hardback 978 1 78195 569 7 £105.00
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Women Entrepreneurs in the Global Marketplace

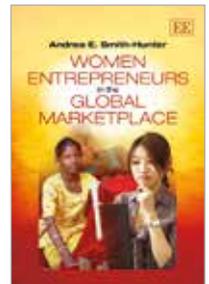
Andrea E. Smith-Hunter, Siena College, US

'This nine-country study draws on government reports, books and journal articles to underpin unique empirical data that helps highlight the economic impact of women entrepreneurs. The book aims to improve women's position as entrepreneurs globally and, in this regard, draws attention to the need to alleviate women's poverty levels in some of the less developed economies. Women Entrepreneurs in the Global Marketplace should be of value to both scholars and policy makers by not only enhancing their understanding of women's entrepreneurship, but also by helping them realise that a complex support matrix is required to ensure women's future advancement.'

– Colette Henry, Tromsø University Business School, Norway

This groundbreaking book examines the status of female entrepreneurs across the world, analyzing the social, political, cultural and economic factors that affect their positions in society and their contributions to entrepreneurship and innovation within their respective countries.

2013 416 pp Hardback 978 1 84844 170 5 £95.00
Elgaronline 978 1 78254 821 8



Entrepreneurship across Generations

Narrative, Gender and Learning in Family Business

Eleanor Hamilton, Lancaster University Management School, UK

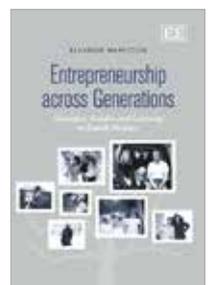
'Thoughtful, perceptive, and meticulously researched, Eleanor Hamilton's Entrepreneurship across Generations is an important contribution that will help advance the field of family business studies both conceptually and empirically. Based in fascinating field work with families in business and placing "family" at the very heart of her study, Hamilton shows, through the stories her subjects tell, just how deeply and complexly family and firm are intertwined. A must-read for all those interested in family firm entrepreneurship.'

– Andrew Popp, University of Liverpool Management School, UK

Entrepreneurship across Generations examines dimensions of identity, gender and learning to understand the complex fabric of family business. An interpretation of narratives from two generations in five families constitutes entrepreneurship as an inherently social, rather than individual, phenomenon.

This enriching book explains how entrepreneurial capacity is shared between generations, showing how learning is embedded within everyday social practice in the family and the business. It explores patriarchal practice and gendered entrepreneurial identities in family business. The author challenges dominant discourses of entrepreneurship. She argues that entrepreneurial identities are mediated by narrative and subject to constant negotiation within and across generations.

2013 208 pp Hardback 978 1 84980 624 4 £70.00
Elgaronline 978 1 84980 625 1




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Handbook of Research on Promoting Women's Careers

Edited by **Susan Vinnicombe OBE**, Cranfield University, UK and Simmons College, US, **Ronald J. Burke**, York University, Canada, **Stacy Blake-Beard** and **Lynda L. Moore**, Simmons College US

'This is an excellent book posing key questions about women and careers in leadership, such as why do women have less access to the top jobs. It presents research on women's experiences in leadership, discusses the barriers they face as well as initiatives to promote their career advancement. I can see this being a critical resource for those who research and teach women in management.'

– Fiona Wilson, University of Glasgow, UK

'As more women take on highly visible leadership roles, such as CEO or C-suite executive, I am often asked whether there continues to be a need for research on women's career development. This book effectively answers the challenge behind that question by documenting the status of women in business and by marshaling empirical evidence of gender effects on careers. The chapters provide a rich, theoretically grounded overview of women's career development and action steps for accelerating the growth of women's representation in leadership.'

– Alison M. Konrad, Western University, Canada

Contributors: D. Anderson, S.M. Barnett, S.A. Berry, G. Bhattacharya, D. Bilimoria, S. Blake-Beard, L. Brook, R.J. Burke, S. Caleo, S.D. Carter, S.S. Case, S. Dinolfo, E. Doldor, S.L. Fielden, K. Giscombe, J. Graham, A. Gupta, C.E.J. Härtel, G.F. Härtel, S.A. Haslam, R. Hawarden, M.E. Heilman, M.M. Hopkins, S.V. Horner, C.M. Hunt, M.M.S. Kats, S. Kumra, X. Liang, S. Mavin, L.L. Moore, J.T. Nadler, S.M. Nkomo, J.S. Nugent, A.J. Oetama-Paul, D.M. Ohse, D.A. O'Neil, K. Peters, C. Quental, M.K. Ryan, R. Sealy, F. Sheridan, V. Srinivasan, M.S. Stockdale, N. Sultana, R. Sumner, J.M. Turell, A. Valenti, H. van Emmerik, S. Vinnicombe, J. Williams, W.M. Williams, A. Wittenberg-Cox

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Handbook of Work–Life Integration Among Professionals

Challenges and Opportunities

Edited by **Debra A. Major**, Old Dominion University, US and **Ronald Burke**, York University, Canada

This *Handbook* integrates current thinking and research evidence regarding how professionals navigate multiple life roles to achieve satisfaction and fulfillment. Drawing on the expertise of top work–life scholars, the volume offers a comprehensive treatment of the challenges and benefits encountered. The topic is approached from all angles, including how technology, family structure over the lifespan, work organizations' cultures and policies, and national culture influence the way professionals manage their roles across the work and family domains.

Contributors: A.S. Ahmad, A.J. Anderson, J.K. Andreassi, A.B. Bakker, B.B. Baltes, A.A. Beiler, R. Burke, W.J. Casper, N. Chesley, M.A. Clark, J.N. Cleveland, S.S. Culbertson, S. De Hauw, E. Demerouti, A.M. Ellis, L.M. Fiksenbaum, T.K. Frevert, J.H. Greenhaus, L.B. Hammer, K.M. Hannum, E.J. Hill, A.H. Huffman, A. Kaduk, E.B. King, U. Kinnunen, D.A. Major, A.D. Masuda, R.A. Matthews, S. Mauno, J. McCarthy, J.S. Michel, P. Moen, V.J. Morganson, H.M. Morrison, A. Ollier-Malaterre, J. Rantanen, A. Rusconi, A.I. Sanz-Vergel, N. Sarkisian, K.M. Shockley, A. Siibak, S. Stawiski, L.L. ten Brummelhuis, C.A. Thompson, S.E. Van Dyck, J. Wajcman, J.H. Wayne, K.T. Wynne

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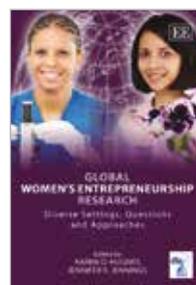
Global Women's Entrepreneurship Research

Diverse Settings, Questions and Approaches

Edited by **Karen D. Hughes** and **Jennifer E. Jennings**, University of Alberta, Canada

Global Women's Entrepreneurship Research responds to recent calls from academic researchers and policy analysts alike to pay greater attention to the diversity and heterogeneity among women entrepreneurs. Drawing together studies by 26 researchers affiliated with the DIANA International Research Network, this collection contributes to a richer and more robust understanding of the field.

2012 272 pp Hardback 978 1 84980 462 2 £70.00
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Getting Women on to Corporate Boards

A Snowball Starting in Norway

Edited by **Silke Machold**, University of Wolverhampton, UK, **Morten Huse**, University of Witten/Herdecke, Germany and BI Norwegian Business School, Norway, **Katrin Hansen**, Westfälische Hochschule, Germany and **Marina Brogi**, Sapienza University of Rome, Italy

'This is an extremely insightful book on an important and timely topic – how to get women on to corporate boards. I am proud to have been a part of the discussion and processes presented in this book, and I am impressed by how the editors have put together a systematic and comprehensive overview of the snowball effects of the Norwegian gender balance law. This book will definitely be influential when policy-makers and politicians in various countries are considering voluntary actions or legal regulations to empower women in corporate life.'

– Kjell Magne Bondevik, Director, Oslo Centre for Peace and Human Rights and Former Prime Minister of Norway (1997–2000 and 2001–2005)

'This book provides significant and important insight into the continuing challenge in getting more women on to corporate boards globally. Catalist has always believed that competing in a global economy requires that companies leverage the talents of both men and women leaders. This book's evidence-based reflections about gender balance in the boardroom, from Norway and beyond, help further the dialogue on this important business issue.'

– Ilene H. Lang, President and CEO, Catalist

This book provides unique insights into how the idea of quota laws to get women on to corporate boards gained international momentum from their origins in Norway. Invaluable insights are gained through the stories of actors involved in shaping the discourse and practice on women on boards. In exploring political contexts, the role of the advocacy movement, experiences of women directors themselves and latest research findings, the book provides a comprehensive overview of the rationales, processes and outcomes of formal approaches to gender diversity on boards. It is an invaluable resource for policy-makers, principle-setters, practitioners and students interested in the international lessons from Norway, as well as for current and potential women directors.

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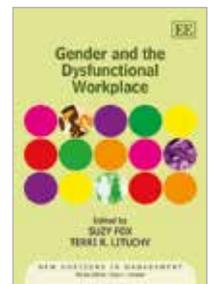
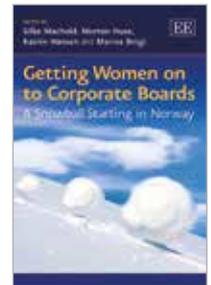
Gender and the Dysfunctional Workplace

Edited by **Suzy Fox**, Loyola University, Chicago, US and **Terri R. Lituchy**, Concordia University, Canada

Dysfunction in the workplace, like a bully culture, affects women and men differently. This book represents a broad spectrum of disciplines including law, management, communications, human resource management and industrial/organizational psychology and offers integrative, cross-disciplinary inquiries into the many roles gender plays in organizational dysfunction. The authors provoke new questions and new streams of research, with the ultimate goal of contributing to healthier workplaces for men and women alike.

This book looks at counterproductive work behavior including aggression, bullying, incivility, sexual harassment, sexual orientation harassment and absenteeism, and the effects of job stress on mental health and well-being from the perspective of gender – the gender of actors, targets and observers of abusive interpersonal behaviors; gender–race interactions; gender-related characteristics of workplace conflict, communication and stress; socio-economic factors such as occupational expectations and roles outside the workplace; and ambiguities in the law. *Gender and the Dysfunctional Workplace* brings together a broad, multi-disciplinary collection of authors who weigh in on topics from whether workplace bullying is status- or gender-blind to the ramifications of absenteeism on women and their careers.

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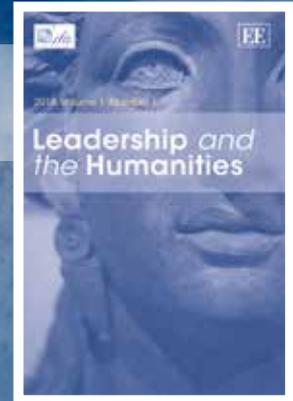


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