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Raymond J. Stone has more than 30 years experience in international HRM and has held senior positions in Australia, Hong Kong, Japan and Korea. His work experience covers compensation and benefi ts, recruitment and selection, psychological appraisal, industrial relations, HRM research, training and development, and strategic human resource planning and policy development.

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Raymond J. Stone, BA, BCom, DipSocStud (Melb), MA (Ottawa), PhD (Hong Kong), CMAHRI, has more than 40 years' experience in international HRM and has held senior positions in Australia, Hong Kong, Japan and Korea. Anne Cox (Chapter 18 updates) is the Senior Lecturer at the School of Management and Marketing, Faculty of Commerce, University of Wollongong.

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He was editor at the Journal of Management, co-edited a special issue of Research in Personnel and Human Resources Management, and guest edited a special issue of Human Resource Management Review. He is a board member of the Society for Human Resource Management (SHRM) and the National Academy of Human Resources, and is a former board member of HRPS, SHRM Foundation, and World at Work.

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Duncan brings deep strategic and functional HR experience having led large-scale global organizations through periods of transformation and growth. Most recently, Duncan was the chief human resources officer for Raymond James Financial, a company with a distributed workforce and affiliates in over 3,000 locations in the U.S., Canada and Europe.