

**MANAGEMENT AND DIVERSITY:
PERSPECTIVES FROM DIFFERENT
NATIONAL CONTEXTS**

INTERNATIONAL PERSPECTIVES ON EQUALITY, DIVERSITY AND INCLUSION

Series Editor: Mustafa F. Özbilgin

Recent Volumes:

- Volume 1: Practical and Theoretical Implications of Successfully Doing Difference in Organizations – By Donnalyn Pompper
- Volume 2: Gender, Careers and Inequalities in Medicine and Medical Education: International Perspectives – Edited by Maria Tsourouffi

INTERNATIONAL PERSPECTIVES ON EQUALITY,
DIVERSITY AND INCLUSION VOLUME 3

**MANAGEMENT AND
DIVERSITY: PERSPECTIVES
FROM DIFFERENT
NATIONAL CONTEXTS**

EDITED BY

MUSTAFA F. ÖZBILGIN

Brunei Business School, Brunei University, Uxbridge, UK

JEAN-FRANÇOIS CHANLAT

*GFR Management et Organisation, Université Paris-Dauphine,
Paris, France*



United Kingdom – North America – Japan
India – Malaysia – China

Emerald Publishing Limited
Howard House, Wagon Lane, Bingley BD16 1WA, UK

First edition 2017

Copyright © 2017 Emerald Publishing Limited

Reprints and permissions service

Contact: permissions@emeraldinsight.com

No part of this book may be reproduced, stored in a retrieval system, transmitted in any form or by any means electronic, mechanical, photocopying, recording or otherwise without either the prior written permission of the publisher or a licence permitting restricted copying issued in the UK by The Copyright Licensing Agency and in the USA by The Copyright Clearance Center. Any opinions expressed in the chapters are those of the authors. Whilst Emerald makes every effort to ensure the quality and accuracy of its content, Emerald makes no representation implied or otherwise, as to the chapters' suitability and application and disclaims any warranties, express or implied, to their use.

British Library Cataloguing in Publication Data

A catalogue record for this book is available from the British Library

ISBN: 978-1-78635-550-8 (Print)

ISBN: 978-1-78635-549-2 (Online)

ISBN: 978-1-78714-635-8 (Epub)

ISSN: 2051-2333 (Series)



ISOQAR certified
Management System,
awarded to Emerald
for adherence to
Environmental
standard
ISO 14001:2004.

Certificate Number 1985
ISO 14001



INVESTOR IN PEOPLE

LIST OF CONTRIBUTORS

<i>Akram Al Ariss</i>	Université de Toulouse, Toulouse Business School, France
<i>Kurt April</i>	Graduate School of Business, University of Cape Town, Cape Town, South Africa
<i>T. Alexandra Beauregard</i>	Human Resource Management, Middlesex University Business School, UK
<i>Jean-François Chanlat</i>	Université Paris-Dauphine-PSL Research University, CNRS, DRM (M&O), 75016, Paris, France
<i>Preeya Daya</i>	Faculty of Management Science, Durban University of Technology, Durban, South Africa
<i>Maria Ester de Freitas</i>	Business School of São Paulo, São Paulo, Brazil
<i>Jean-Pierre Dupuis</i>	Department of Management, HEC Montréal, Montréal, Canada
<i>Gabriela Francke Rojo</i>	Ludic Group, London, UK
<i>Geraldine Healy</i>	Centre for Research in Equality and Diversity, Queen Mary University, London, UK
<i>Lotte Holck</i>	Copenhagen Business School, Copenhagen, Denmark
<i>Charlotte Holgersson</i>	Royal Institute of Technology, Stockholm, Sweden

<i>Emmanuel Kamdem</i>	Higher School of Economic and Commercial Sciences (ESSEC), University of Douala, Douala, Cameroon
<i>Sara Louise Muhr</i>	Copenhagen Business School, Copenhagen, Denmark
<i>Franklin Oikelome</i>	Eastern University, Pennsylvania, USA
<i>Mustafa F. Özbilgin</i>	<i>Brunei Business School, Brunel University, Uxbridge, UK</i>
<i>Laurence Romani</i>	Stockholm School of Economics, Stockholm, Sweden
<i>Jean-Pierre Segal</i>	CNRS, Dauphine Université, Paris, France
<i>Joana Vassilopoulou</i>	HRM at Brunel Business School, Brunel University London, UK
<i>Dorra Yahiaoui</i>	Department of Management, Kedge Business School, Marseille, France