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It is taken for granted in the knowledge economy that companies must employ the most talented performers to compete and succeed. Many firms try to buy stars by luring them away from competitors. But Boris Groysberg shows what an uncertain and disastrous practice this can be. After examining the careers of more than a thousand star analysts at Wall Street investment banks, and conducting more than two hundred frank interviews, Groysberg comes to a striking conclusion: star analysts who change firms suffer an immediate and lasting decline in performance. Their earlier excellence appears to have depended heavily on their former firms' general and proprietary resources, organizational cultures, networks, and colleagues. There are a few exceptions, such as stars who move with their teams and stars who switch to better firms. Female stars also perform better after changing jobs than their male counterparts do. But most stars who switch firms turn out to be meteors, quickly losing luster in their new settings. Groysberg also explores how some Wall Street research departments are successfully growing, retaining, and deploying their own stars. Finally, the book examines how its findings apply to many other occupations, from general managers to football players. *Chasing Stars* offers profound insights into the fundamental nature of outstanding performance. It also offers practical guidance to individuals on how to manage their careers strategically, and to companies on how to identify, develop, and keep talent.

Strengthen your practical understanding of today's human resource management (HRM) with this single source for actual cases, unique exercises and skill builders. *HUMAN RESOURCE MANAGEMENT APPLICATIONS: CASES, EXERCISES, AND SKILL BUILDERS, 7E, International Edition* focuses on the abilities most important in HRM today with timely new cases and applications drawn from a variety of real organizations, including those in today's growing service sector. Learn to effectively handle some of today's controversial issues, such as environmentally friendly HR policies, the use of social networking, and same-sex benefits. This book perfectly complements your study of introductory human resource management with brief, yet powerful, exercises and a comprehensive project that helps you refine the skills most important for success in any HRM or business career.

This volume is the proceedings of a symposium entitled "Bottom Line Results from Strategic Human Resource Planning" which was held at Salve Regina University, Newport, Rhode Island on June 11-14, 1991. The meeting was sponsored by the Research Committee of the Human Resource Planning Society (HRPS). In developing the agenda, the Research Committee continued the approach used in previous HRPS research symposia. The focus of these meetings is on the linkage of the state-of-practice with the state-of-the-art. Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications. The meeting had sessions on: (1) The Strategic Role of Human Resources, (2) Globalization, (3) Downsizing, (4) Quality as a Strategic Human Resource Issue, (5) Forecasting Human Resource Needs, and (6) Managing People to Build Competitive Advantage. Twenty six papers were presented with discussion periods at appropriate points in the meeting. This volume contains twenty two of these papers along with an introductory paper. A short summary is also provided at the beginning of each major subdivision into which the papers are arranged. Thanks are in order for all who contributed to the success of the meeting.

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