

# REWARDING PERFORMANCE GLOBALLY

RECONCILING THE GLOBAL-LOCAL DILEMMA

FONS TROMPENAARS and  
ROBERT J. GREENE

ROUTLEDGE

A close-up photograph of a red leather medal. The medal features a laurel wreath design and a central emblem. It is attached to a red and white striped ribbon. The background is dark and out of focus.

# **REWARDING PERFORMANCE GLOBALLY**

**Reconciling the Global-  
Local Dilemma**

**Fons Trompenaars  
and Robert J. Greene**

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"A timely and comprehensive approach to the challenge of designing effective approaches in a multi-cultural workforce. This book is a must-have for anyone involved in human capital planning and development."

**Peter Ronza, University of Minnesota, USA**

"*Rewarding Performance Globally* provides managers around the world with two dimensions of people management: understanding cultural differences and the difficulties of, and solutions to, rewarding employee performance. While there are many books on cultural differences, none of them take into consideration the difficulties organizations face in designing and implementing rewards and performance systems that can work in diverse cultures. This one solves that problem."

**Kathryn McKee, University of California, Santa Barbara, USA**

"Finally we have thought-provoking treatment of two vital subject areas! The issue of both performance and rewards has been the subject of many books, but seldom have the two been combined and treated with the global workforce in mind. This book will be of great assistance in coming to appreciate that we need an open mind if we want to succeed, as there is no right or wrong, only what is!"

**John S. Maxwell, Institute for Human Resource Management Education Inc., USA**

This book provides professionals with an easy reference resource for successfully implementing a performance management system in a multinational company. Providing research-based strategies for reconciling the global-local dilemma is the focus of the book.

The authors explore principles drawn from extensive research in human resources and cross-cultural management. They focus on the critical process of defining, measuring, and rewarding performance in multinational organizations, emphasizing the importance of managing a workforce effectively in today's highly competitive, globalized environment. A real-world case study is woven throughout the book to illustrate further the challenges organizations face when developing strategies, facilitating equivalent and consistent treatment, and contributing to the global mobility of talent.

*Rewarding Performance Globally* will benefit senior-level HR professionals, and will also interest students of international management, human resource management, and cross-cultural management.

**Fons Trompenaars** is the Founder of the Centre for International Business Studies, a consulting and training organization for international management, which now operates as THT Consulting, the Netherlands.

**Robert J. Greene** is the CEO of Reward Systems, Inc. and a Professor in the MBA and MSHR degree programs at DePaul University, USA.

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