

Index

- Additive manufacturing, 98
- Africa Countries, HRM of SOEs in, 256
- African entrepreneurs, 79
- Age stigma, 29–30
- Ageism, 29–30
- Amazon's Alexa, 108–109
- Anti-migrant policy, 173
- Apple's Siri, 108–109
- Arab women, 40
- Artificial intelligence (AI), 98, 106
- Artwork, 213
- Attention Deficit Hyperactivity Disorder (ADHD), 266
- Augmented reality (AR), 98, 105–106
- Autism, 271–272
- Autism Spectrum Disorder (ASD), 266, 292
- Autonomous products, 98, 106–107
- Autonomous vehicles (AV), 107
-
- Baby Boomers, 89, 101
- Belt and Road Initiative (BRI), 125–126, 128–129, 153
- Big data analysis (BDA), 98
- Bilingualism, 124–125
- Binary gender system, 25
- Black women, 29
- Blemishes of individual character, 29–30
- Boardroom gender diversity and effect on firm performance, 42–43
- Born-globals, 206–209
 - circular business models, 206
 - inexperience and liability of foreignness of, 207–208
 - vague definitions, 207
- Bricolage solutions, 79
- Business
 - communication, 126–127
 - internationalization, 182
 - model configuration, 209–210
 - performance, 155, 157
-
- Care professions, 41
- Careerist, 9–10, 16–17
- Careers of women in Japan, 6
 - data analysis, 8
 - data collection, 8
 - data structure with examples of identified constructs, 12
 - findings, 8–14
 - identity framework, 7
 - interview participants, 11
 - methods and contexts, 7–8
 - practical implications, 16–17
 - theoretical implications, 15–16
- Caregivers, 13, 16
- Central Asian area, 125–126
- Central Asian languages, 127
- Chatbots, 108–110
- Childbearing age, 30–31
- China, HRM of SOEs in, 251–252
- Chinese diaspora, 171–172
- Chinese returnee entrepreneurs, 153
- Circular business models, 206
 - conceptual background, 206–209
 - research design, 209–210
 - research findings, 210–230
- Circular economy born global, 212–213
- Cloud computing, 98
- Cognitive approach, 73–74
- Compatibility, 206
- Complementarity, 206
- Confirmatory factor analysis (CFA), 156
- Conflicted, 10, 16

- Congruence, 206
- Contextualization, 278–279
- Corkscrew thinking, 293–294
- Corporate social responsibility (CSR), 250
- Country of origin (COO), 182
- Country of residence (COR), 182
- COVID-19 pandemic, 32–33
- Cross-case analysis, 225–230
- Cross-cultural study, 6–7
- Cultural/ethnic groups, 1
- Cyber security, 98, 110, 287–288
 - embracing inclusion of cyber security early careers talent, 301–307
 - inclusion, 288–291
 - opportunities and challenges in inclusion and diversity for cyber security talent, 291–301
- Cyber Security Competency Model, 289–290
- Cyber skills gap, 295–301
- Cyber-physical systems (CPS), 100
- Department of Homeland Security, 289–290
- Depression, 32
- Developmental Coordination Disorder. *See* Dyspraxia
- Diaspora(s), 1, 129, 170
 - associations, 192–193
 - connectedness, 127
 - diaspora-based linkages, 173–174
 - as economic force, 183–184
 - language portfolio, 125
 - networks, 127–129
 - as part of country of origin firms' international staffing strategies, 184–190
 - phenomenon, 171–172
 - research on, 182
 - triadic analysis to diversity, 173–174
- Diasporans, 170–173, 184
 - managing diverse talent, 175–176
 - old vs. new, 173
- Digital transformation, 91–92
- Disability, 124
- Diverse talents, 239–240
 - groups, 1
- Diversity, 41–42, 171–172, 206, 239–240, 268, 270, 272, 274
 - in cyber security young talent, 295–301
 - management, 1
 - strategies, 169–170
- Diversity, Equity and Inclusion (DEI), 124
- Domestic firms, 181–182
- Dominant languages, 127
- Dyscalculia, 266
- Dyslexia, 266
- Dyspraxia, 266
- Early careers, 289
- Eastern-European Countries, HRM of SOEs in, 255–256
- Economic development, 40
 - and growth, 182–184
- Embracing inclusion of cyber security early careers talent, 301–307
- Emerging markets (EMs), 71–72
 - descriptive findings, 77–78
 - firms' operations and institutions, 73
 - future research directions, 81–82
 - methodology, 74–77
 - reactive responses to institutions, 79–80
 - strategic responses to institutions, 78–79
 - theoretical background, 73–74
 - theoretical implications, 80–81
- Employment and Training Administration (ETA), 289–290
- Employment relations, 241
- Empowered women, 55–56
- Empowering women, 55–56
- Empowerment, 55
 - techniques, 41–42

- Entrepreneurial gender diversity, 44–45
- Entrepreneurship studies, 78–79
- Environmental, social and corporate governance (ESG), 91–92
- Equality, Diversity and Inclusion strategy (ED&I strategy), 288
- Ethics, 272–274
- Ethnic diversity, 169–170, 172, 174
- Ethnical stigma, 26–29
- Ethnicity, 26, 29, 124
- Family, 52–53
 - businesses, 87–88, 92
- Family firms (FFs), 87–88
 - development path, 93
 - family members' presence in, 88
 - generations in, 88–89
 - internationalization, 91–93
- Female empowerment, 40–41
- Female entrepreneurship, enablers and barriers of, 44–45
- Female talents, 1, 40–41
 - in countries with embedded patriarchal norms, 46–47
 - empowerment, 41–42, 45–46
- Feminine management style, 42–43
- Flexibility stigma, 32–33
- Foreign diasporans, 171
- Foreign diasporas, 169–170
- Foreign direct investment (FDI), 170, 183–184
- Foreign sales related to total sales (FSTS), 207
- Foreign workforce, 169–170
- Functionalism, 10, 13, 17
- Furniture, 219–225
- Garment, 210–213
- Gender, 25–26
 - discrimination, 49–51
 - equality, 40–42
 - gap, 40
 - gender-focused initiatives, 1
 - identity, 26, 124
 - inequality, 5–6
 - stigma, 26
- Gender diversity, 42
 - in western world, 40
- Generation Xers, 102
- Generational cohorts, 101, 103–108, 110
- Generations, 1
 - in FFs, 88–89
- Generations X, 89, 101–102, 105
- Generations Y, 89, 101–102, 104–105, 297
- Generations Z, 89, 101–105, 297
- Geopolitical tension, 153
 - agenda for future research, 163
 - constructs and measurements, 157
 - discriminant validity, 158
 - findings, 157–160
 - moderating effects of level of technology advancement, 155–156
 - new challenges in era of de-globalization and increasing geopolitical tensions, 161–162
 - operationalization of construct, 159
 - political relationship building and new venture performance, 154–155
 - returnee entrepreneur creating business ventures in home markets, 153–156
 - sample and data collection, 156
- Globalization, 127
 - of innovation, 192
- Google, 108–109
- Google Now, 108–109
- Government Code and Cipher School (GC&CS), 298
- Governments, 60
- Group membership, 29–30
- Heritage, 125–126
- Hispanic women, 29
- Home market uncertainty, 153–154
- Home-based strategic responses, 79
- Horizontal systems integration, 98

- Human resource (HR), 269
 - leaders, 269
 - practitioners, 16
- Human resource management (HRM), 239–241
 - of SOEs in China, 251–252
 - of SOEs in Countries of Africa, 256
 - of SOEs in Eastern-European Countries, 255–256
 - of SOEs in Indonesia, 252–253
 - of SOEs in Vietnam, 254–255
- Ideation, 206, 208
- Identity
 - framework, 7
 - identity-driven work attitudes and behaviours, 13–14
- Immigration status, 124
- Imported HRM, 251
- Imported personnel management with local characteristics, 251–252
- Inclusion, 288–291
- Individual responses, 79–81
- Individual-level studies, 78
- Indo-Bactrian rule, 131–132
- Indonesia, HRM of SOEs in, 252–253
- Industry 4.0 (I4.0), 98
 - generational cohorts, 101–103
 - literature review, 103–110
 - methodology, 103
 - technologies, 100–101
- Information and communication technologies (ICT), 106–107
- Instagram, 104
- Institutional environment, 71–72
- Institutional forces, 71–72
 - in EM, 73–74
- Institutions, 71–72
 - institution-based view of strategy, 71–72
- Internal Labour Organization (ILO), 24
- International bodies, 252–253
- International business (IB), 71–72, 126, 184
- International entrepreneurship (IE), 71–72
- International hopes, 40–41
- International human resources management (IHRM), 182
- International migration, 169–170
- International new ventures (INVs), 206–207
- International staffing, 181–182
 - diasporas as economic force, 183–184
 - diasporas as part of country of origin firms' international staffing strategies, 184–190
 - future research, 192–193
 - opportunities and threats of using diaspora in, 191–192
- International trade, 125–126, 128–129
- Internationalization, 91–93
- Internet, 98
- Internet of services, 100
- Internet of things (IoT), 98, 100, 107–108
- Interpretation procedure, 76–77
- Intersectionality, 26, 278–279
- 'Iron rice-bowl' system, 252
- Japan, 6
- Japanese society, 6
- Job-sharing, 300–301
- Journal selection and review scope, 75–76
- Kazakhstan, 40–41, 46–47
 - female people experience in, 41–42
 - healthcare sector in, 47–48
- Kazakhstan's Concept of Family and Gender policy up to 2030, 60
- Kingdom's Vision 2030 reform program, 60
- Knowledge transfer, 172–173
- Labour movement, 253–254
- Language, 124
 - asset, 129–130
 - business communication, 126–127

- capital, 129
- diversity, 127, 135
- findings, 133–134
- hierarchies and dynamics, 132–133
- multiethnicity, migration and
 - diaspora networks, 127–129
- portfolio, 127
- research approach, 133
- resources, 127
- superdiversity, 130–132
- Latent moderated structural equations (LMS), 157
- Law firms, 33
- Legal obligation, 292
- LGBT inclusion, 40
- Life as woman in Japan, 8–9
- Literature review, 241–242
- Local diasporas, 170
- Market uncertainty, 157
- Market-supporting institutions, 154
- Mental health stigma, 32
- Messenger, 102–103
- Micro-credit programs, 60
- Microfoundations, 71–72
- Microsoft's Cortana, 108–109
- Migrants, 1
- Migration, 127–129
- Millennials, 296–297
- Minority, 127
- Mobile technologies, 105
- Motherhood, 46
- Multiethnicity, 127–129
- Multilingualism, 124–125
- Multinational enterprises (MNEs), 181–182
- National Initiative for Cyber Security Education (NICE), 289–290
- Neurodiverse initiatives, 273–274
- Neurodiverse talent, 271–272
- Neurodiversity, 265
 - case in talent pool, 268–272
 - and matters to organizations, 266–268
 - opportunities for integrating neurodiversity Into TM research, 272–279
 - reasons to broaden talent pool with, 268
- New diasporans, 173
- New perceptions, 56–57
- New venture performance, 154–155
- Niche born-globals, 207–208
- Non-binary gender approaches, 40
- Non-family businesses, 92
- Non-Western contexts
 - findings, 49–57
 - implications for management, government and policymaking, 59–61
 - limitations and future research directions, 61
 - literature review, 42–47
 - methodology, 47–49
 - theoretical implications, 58–59
- Old diasporans, 173
- Old perceptions, 56–57
- Older workers, 30
- Part-time working lawyers, 33
- Patriarchal contexts, 49–51
- Pearl River Delta Economic Zone (PRDE), 156
- Perceived uncertainty, 153–154
- Perceptual anxiety, 153–154
- Physical appearance, 31–32
- Physical attractiveness of professional woman, 31–32
- Physical marks, 29–30
- Policymakers, 60
- Political factors, 253–254
- Political relationships, 157
 - building, 153–155
- Private-owned enterprises (POEs), 243
- Proactive responses, 74
- Proactive use of networks in EMs, 78–79
- Problemization, 76–77
 - examples of theoretical studies, 77

- Professional talent advancement, 40–41
- Qualitative method, 47
- Qualitative study, 6–7
- Race, 26, 29, 124
- Racial stigma, 26
- Reactive responses, 74
 - to institutions, 79–80
- Reflective reading of EM research, 74–75
- Regionalization, 127
- Religion, 124
- Resource-based view (RBV), 270
- Return on assets (ROA), 157
- Return on sales (ROS), 157
- Returnee entrepreneurs, 152–153
 - creating business ventures in home markets, 153–156
 - strategic implication for management of returnee entrepreneurs as diverse talent, 162–163
 - theoretical implications on, 160–161
- Review, 71–72
 - boundaries, 75
 - process overview, 74–77
- Sales growth, 157
- Saudi-Arabia, 40–41, 46–47
 - female people experience in, 41–42
 - healthcare sector in, 47–48
- Science, Technology, Engineering (Arts) and Mathematics (STE(A)M), 295, 297–298
- Search, Appraisal, Synthesis, and Analysis method (SALSA method), 99, 103
- Self-actualization over managerial positions, 54–55
- Sexual orientation, 124
- Short message service (SMS), 102–103
- Silk Road, 128–129, 131–132
- Single-method-factor approach, 156
- Small and medium-sized firms (SMEs), 206–207
- Smart factories, 100
- Snapchat, 104
- Social capital, 129
- Social media, 98, 103–104
- Social networking sites (SNS), 104
- Social process, 25
- Social responsibility, 292–293
- Social value, 292–293
- Socialist Legacy, 254–255
- Societal level stigma, 24–25
- Socioemotional wealth, 92
- Spillover effect, 174
- State bodies, 252–253
- State-owned enterprises (SOEs), 240
 - activities, 241
 - analysis of articles, 248
 - data analysis, 244–245
 - evolution of SOEs HRM and TM research, 248–250
 - HRM of SOEs in China, 251–252
 - HRM of SOEs in Countries of Africa, 256
 - HRM of SOEs in Eastern-European Countries, 255–256
 - HRM of SOEs in Indonesia, 252–253
 - HRM of SOEs in Vietnam, 254–255
 - methodology, 243–244
 - national contexts, 250–256
 - publication outlets, 246
 - research background, 242
 - selection of articles, 243–244
 - studies on, 240–241
 - talent diversity and future research agenda of HRM and TM practices of, 256–258
 - theoretical underpinnings of research on HRM and TM in, 246–248
- State-owned SOEs, 242
- Stereotypes, 29–30
- Stereotypical model for work, 32–33
- Stigma, 24–25

- sources and consequences in
 - workplace, 25, 27–28, 33
- Stigmatization, 24–25
- Strategic responses to institutions, 78–79
- Structural equation modelling (SEM), 157
- Superdiversity, 130–132
- Sustainable Development Goals (SDG), 41–42
- Talent, 265
 - pool, 268
- Talent management (TM), 72–73, 81, 88–89, 170–171, 239–241, 256, 266, 268, 270
 - contextualization and intersectionality, 278–279
 - individuals, 276–278
 - and neurodiversity, 272–274
 - opportunities for integrating neurodiversity Into TM research, 272–279
 - organization, 275–276
 - specificities of and challenges for, 89–91
- Technology advancement, moderating effects of level of, 155–156
- 3D printing, 98
- TikTok, 104
- Tourette syndrome. *See* Dyscalculia
- Transgenerational continuity, 92
- ‘20% Project’, 300
- Uncertainty, 153–154
- United Nations (UN), 41–42
- Uppsala model, 206–207
- Values, 207, 225, 230
- Vertical systems integration, 98
- Vietnam, HRM of SOEs in, 254–255
- Virtual assistants, 108–110
- Voice assistants. *See* Virtual assistants
- Web 2.0, 103–104
- WeChat, 102–103
- WhatsApp, 102–104
- Women
 - of colour in STEM, 29
 - empowerment in leadership and employment, 5–6
 - entrepreneurs, 44
 - in Japan, 6
- Work attitudes, 6–7
- Work-home balance, 51–52
- Young talent, 295