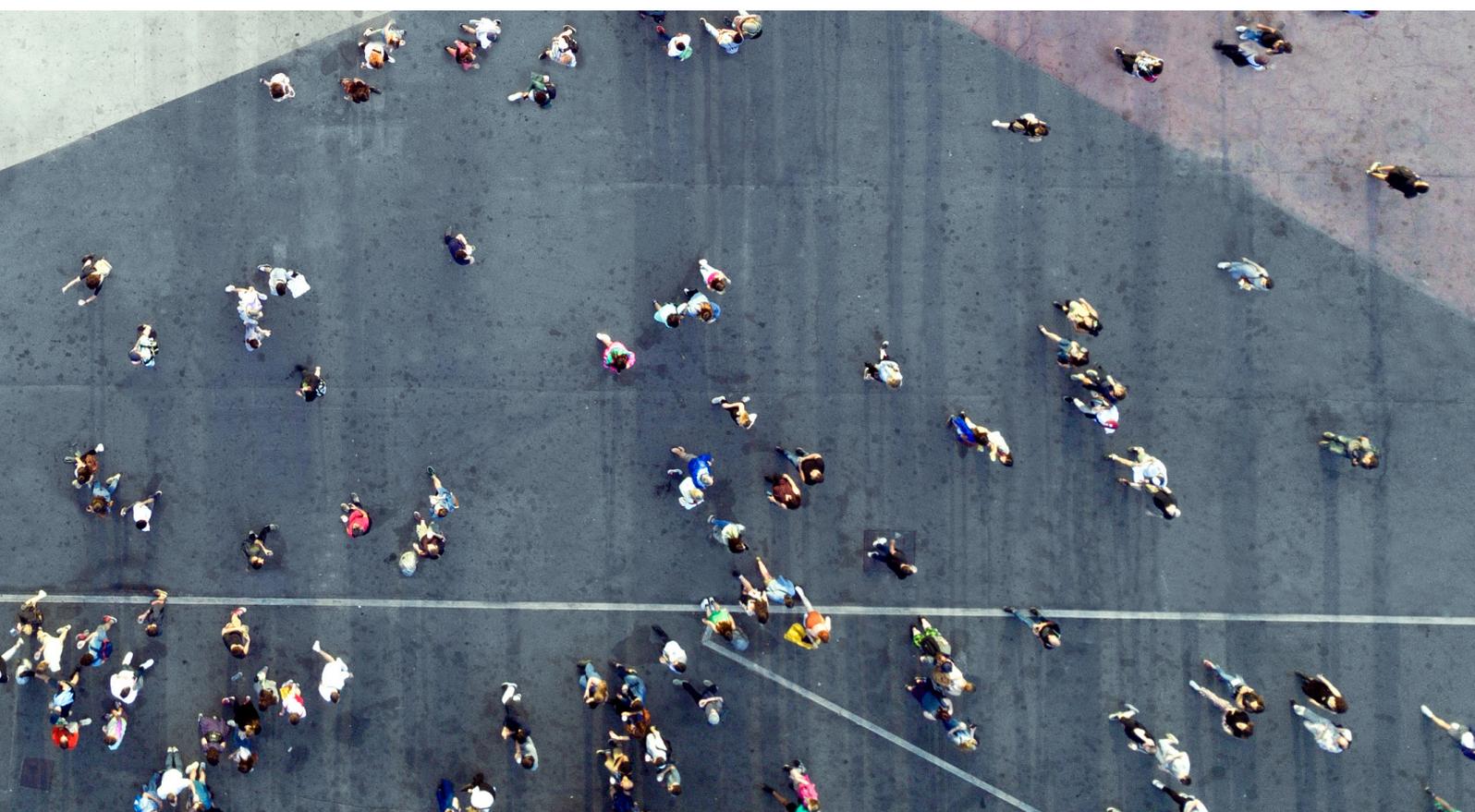




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BUSINESS CATALOGUE

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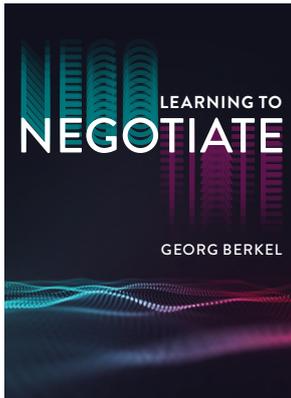
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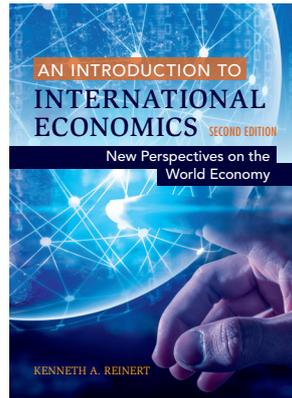
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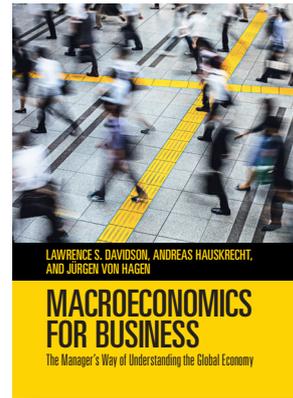
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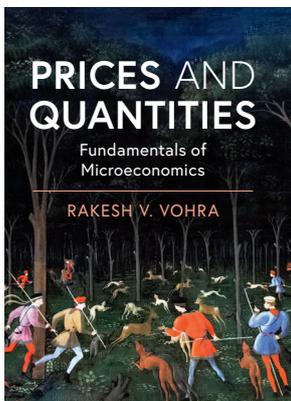
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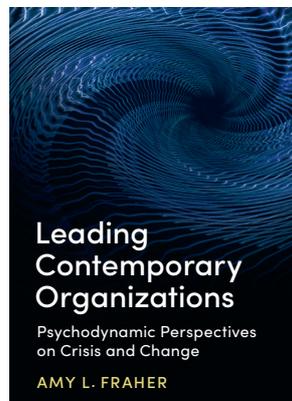
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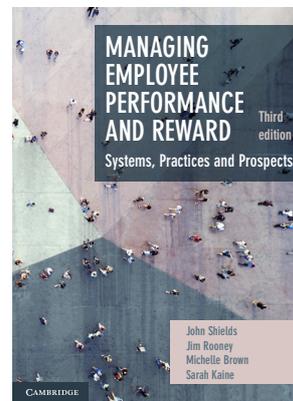
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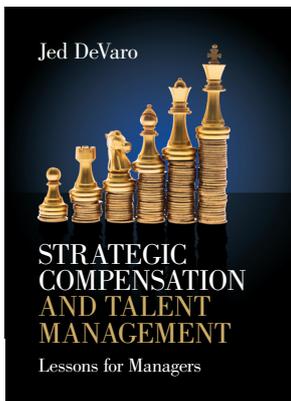
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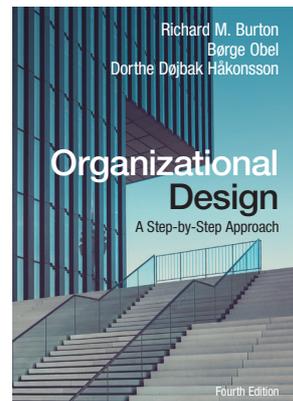
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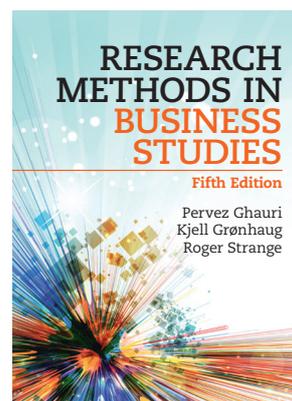
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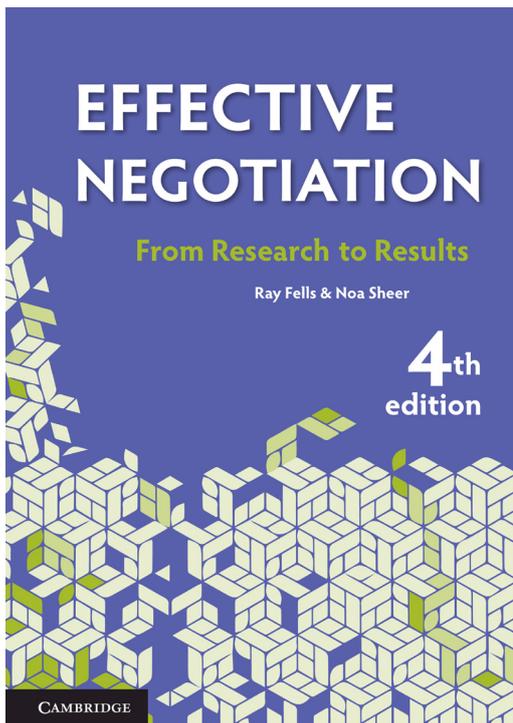
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Effective Negotiation

From Research to Results
Fourth Edition

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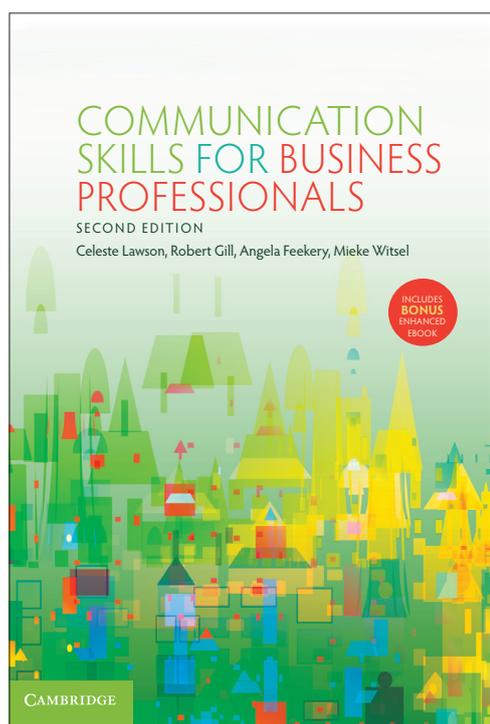
Ray Fells, University of Western Australia
Noa Sheer, University of New South Wales

The fourth edition of *Effective Negotiation* provides a practical and thematic approach to negotiation and mediation in professional contexts. Drawing on research and extensive teaching and practical experience, Fells and Sheer describe key elements of negotiations and explain the core tasks involved in reaching an agreement: information exchange, solution-seeking and concession management. An accessible, practical and strategic exploration of the complex mechanics and dynamics of negotiation, mediation and dispute resolution, *Effective Negotiation* remains an essential resource for students and professionals in business and management, law and human resource management.

- Encourages a stage model of negotiation, where distributive and integrative are sub-processes
- Shows clear links between research and practice, reinforced by appropriate, well researched case studies
- Practical tools and other advice that are clearly grounded research and practice
- Accompanying website for instructors

Contents

1. Why isn't negotiation straightforward?
2. Negotiators are people, not robots
3. Establishing what can be achieved by negotiating
4. Strategically managing the negotiation process
5. Differentiation: Managing the exchange of information
6. Exploration: Finding a better outcome
7. Exchange: Getting the other party to agree
8. Strategically managing deadlocks
9. Overcoming deadlocks through mediation
10. Negotiation in practice: negotiators building bridges on behalf of others
11. Negotiation in practice: managing negotiations in the workplace
12. Negotiation in practice: managing business negotiations
13. Cross-cultural negotiations: much the same but different
14. Conclusion: Becoming an effective negotiator



Communication Skills for Business Professionals Second Edition

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Celeste Lawson, Central Queensland University
Robert Gill, Swinburne University of Technology
Angela Feekery, Massey University
Mieke Witsel, Southern Cross University

Communication Skills for Business Professionals, Second Edition, is a student-friendly introduction to effective communication in the workplace. Taking a broad and current approach to concepts of communication and workplaces, ***Communication Skills for Business Professionals*** explores situations from virtual meetings between indie creatives, to speeches given by politicians, while still covering more traditional forms of professional communication, such as pitching to boards and memos.

Engagingly written, the text covers foundational topics such as audience, influence, channels, conflict and persuasion, before investigating more complex areas such as intercultural communication and virtual communication. New pedagogical features such as interactive questions and answers, skill builder class activities, margin definitions and links to online content make this book indispensable for teachers and students of communications alike.

- Presents a balanced presentation of writing, theory and practice
- Easy to read, relevant and practical
- Print and integrated interactive eBook that will engage and motivate students
- Choice of interesting case studies linking theory to practice, with a running case throughout the chapters to link topics
- Reflective features to encourage critical thinking
- Current, relevant supporting materials for instructors

Contents

Part I. Understanding Communication:

1. Introduction: communication in organisations
2. Organisations: structure and culture
3. Communication as a process
4. Understanding the audience
5. Persuasion, negotiation and conflict management
6. Working collaboratively
7. Intercultural communication

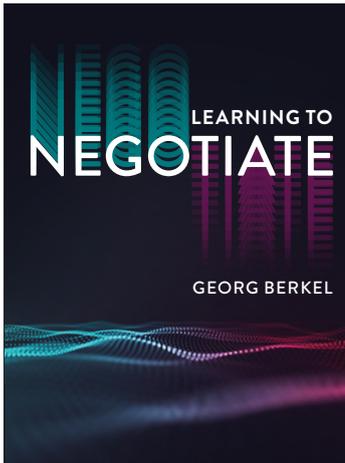
Part II. Communicating In Organisations:

8. Communicating as business professionals
9. Engaging with information and research
10. Business correspondence: short form
11. Writing strategies for the business professional
12. Communicating in a web-based world
13. Oral communication
14. Meetings: in-person and online

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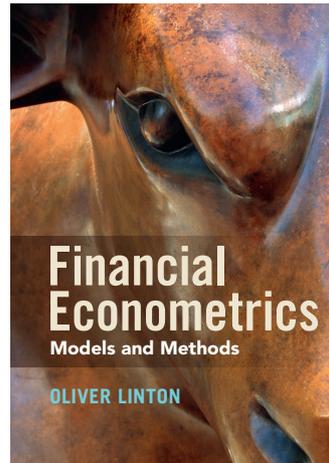
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Learning to Negotiate

Georg Berkel, Negotiationconsulting.com

We negotiate every day, as managers or lawyers, parents, friends, and citizens. Decades of research have generated an abundance of knowledge about how to negotiate but this research also tells us that we still fall far short of our abilities. Much less has been written about how to learn to negotiate. Comprehensively addressing both of these questions, this new textbook combines practitioner guidance with empirical research to teach negotiation as a skill that can be learned and mastered. Leaving behind the typical quick-fix solutions of the rulebook approach to negotiation, Berkel backs up his practical advice with a wealth of examples, case studies, and graphic illustrations. This is an invaluable book for MBA, law and other professional students, as well as executives seeking to develop and improve their skills in negotiation.

Contents

Part I. Ambivalence:

1. The tactical paradox
2. The strategic dilemma
3. The cognitive ambiguity

Part II. Blocking:

4. The illusion of coherence
5. The illusion of competence
6. The illusion of acumen

Part III. Ambitious Humility:

7. Understanding
8. Know how
9. Thinking

Financial Econometrics

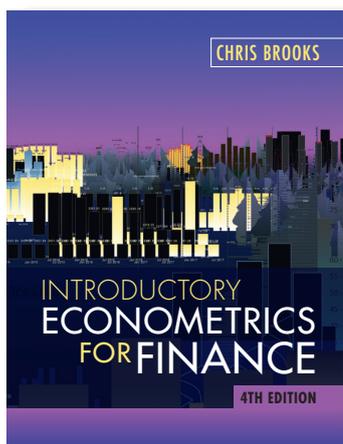
Models and Methods

Oliver Linton, University of Cambridge

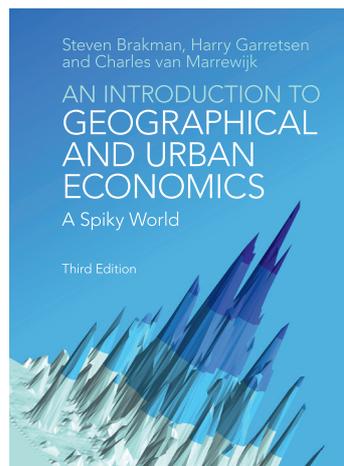
This is a thorough exploration of the models and methods of financial econometrics by one of the world's leading financial econometricians and is for students in economics, finance, statistics, mathematics, and engineering who are interested in financial applications. Based on courses taught around the world, the up-to-date content covers developments in econometrics and finance over the last twenty years while ensuring a solid grounding in the fundamental principles of the field. Care has been taken to link theory and application to provide real-world context for students. Worked exercises and empirical examples have also been included to make sure complicated concepts are solidly explained and understood.

Contents

1. Introduction and background
2. Econometric background
3. Return predictability and the efficient markets hypothesis
4. Robust tests and tests of nonlinear predictability of returns
5. Empirical market microstructure
6. Event study analysis
7. Portfolio choice and testing the capital asset pricing model
8. Multifactor pricing models
9. Present value relations
10. Intertemporal equilibrium pricing
11. Volatility
12. Continuous time processes
13. Yield curve
14. Risk management and tail estimation
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16. Appendix

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Introductory Econometrics for Finance

Fourth Edition

Chris Brooks, University of Reading

A complete resource for finance students, this textbook presents the most common empirical approaches in finance in a comprehensive and well-illustrated manner that shows how econometrics is used in practice, and includes detailed case studies to explain how the techniques are used. Maintaining the accessible prose and clear examples of previous editions, the new edition provides support for the main industry-standard software packages, expands the coverage of introductory mathematical and statistical techniques into two chapters for students without prior econometrics knowledge, and includes a new chapter on advanced methods. Learning outcomes, key concepts and end-of-chapter review questions (with full solutions online) highlight the main chapter takeaways and allow students to self-assess their understanding. Online resources include extensive teacher and student support materials, including software guides.

Contents

1. Introduction and mathematical foundations
2. Statistical foundations and dealing with data
3. A brief overview of the classical linear regression
4. Further development of classical linear regression
5. Classical linear regression model assumptions
6. Univariate time-series modelling and forecasting
7. Multivariate models
8. Modelling volatility and correlation
9. Switching and state space models
10. Panel data
11. Limited dependent variable models
12. Simulation methods
13. Additional econometric techniques for financial research
14. Conducting empirical research

An Introduction to Geographical and Urban Economics

A Spiky World

Third Edition

Steven Brakman, Rijksuniversiteit Groningen, The Netherlands

Harry Garretsen, Rijksuniversiteit Groningen, The Netherlands

Charles van Marrewijk, Universiteit Utrecht, The Netherlands

A comprehensive introduction to both urban and geographical economics: the two dominant approaches used to explain the distribution of economic activity across space. This fully revised and up-to-date third edition gives a full account of the ever-expanding body of knowledge and insights on urban and geographical economics, with an increased emphasis on analytical concepts and empirical methods, reflecting developments in the literature since the last edition. The authors provide both state-of-the-art theories and empirics, introducing new data, methods and models for this edition, including a whole chapter dedicated to measurement issues and empirical methods. Written in a style that is accessible to students who are new to the field, this textbook also includes more advanced concepts that will interest experienced researchers. Unrivalled in its scope and depth, this title is perfect for readers seeking to understand the uneven spatial distribution of economic activity between and within countries.

Contents

Part I. Empirical Foundations:

1. A spiky world: what came before ... (the 2001 and 2009 editions of our book)
2. Geo-human interaction
3. Empirical methods

Part II. Urban Economics:

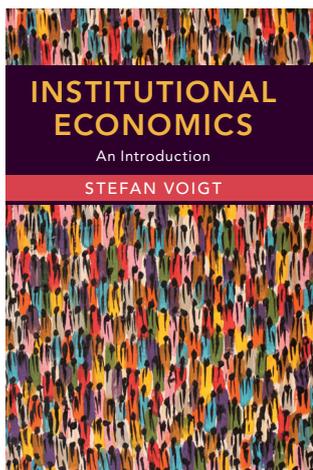
4. Space within cities
5. City systems
6. The empirics of agglomeration

Part III. Geographical Economics:

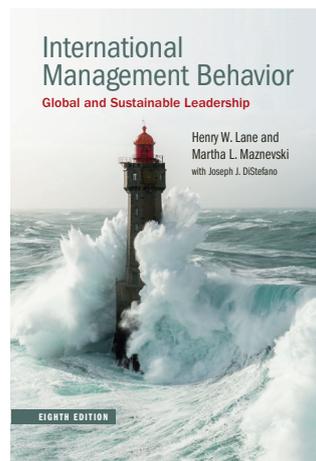
7. The core model
8. Extensions of the core model
9. Empirics of economic geography

Part IV. Development and Policy:

10. Geography and development
11. Policy implications



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Institutional Economics

An Introduction

Stefan Voigt, Universität Hamburg

Why is it that some countries become rich while others remain poor? Do markets require regulation to function efficiently? If markets offer an efficient way of exchanging goods, why do individuals even create firms? How are economic transactions organised in the absence of a state that could enforce contracts and guarantee property rights? Institutional economics has allowed social scientists to answer many fundamental questions about the organisation and functioning of societies. This introduction to institutional economics is concise, yet easy to understand. It not only caters to students of economics but to anybody interested in this topical research area and its specific subfields. Both formal and informal institutions (such as customs, habits, and traditions) are discussed with respect to their causes and consequences, highlighting the important part they play for economic growth and development.

Contents

1. The basics
2. Simple transactions
3. Repeated and long-term transactions: on the choice of governance structures with given institutions
4. Institutions and collective action
5. The relevance of institutions for growth and development
6. Explaining differences in external institutions across societies
7. Explaining change in internal institutions
8. On the need for normative theory
9. Consequences for economic policy
10. Outlook

International Management Behavior

Global and Sustainable Leadership

Eighth Edition

Henry W. Lane, Northeastern University

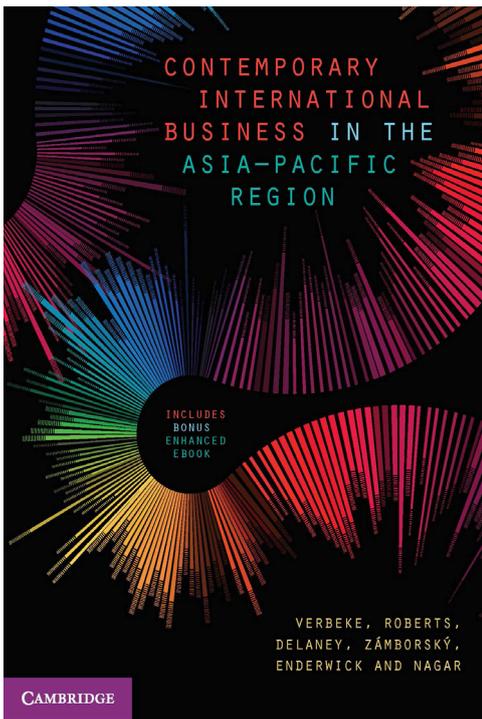
Martha L. Maznevski, University of Western Ontario

Now in its eighth edition, this is the textbook for current and future global leaders wanting to lead competently and sustainably in their business practices. Fully updated, the authors build on their forty years of teaching, researching and working with managers worldwide to bring students the latest developments in global business practice. Now including end-of-chapter reflection questions to guide topic comprehension, and directed further resources to assist individual research, this edition also sees the return of Ivey Business School and IMD cases in the book.

This edition also includes a new conception of mindful global leadership as the integrating framework for execution of global strategy, highlighting the importance of a holistic approach to working across cultures and distance. Combining a wealth of theoretical knowledge with real-world examples from diverse cultures, countries and industry sectors, the practical guidance and well-chosen examples throughout the book bring key concepts to life.

Contents

Part I. The New Global Context: 1. Global leaders in the twenty-first century. 2. Mindful global leadership. 3. Understanding culture: through the looking glass. **Part II. Leading People Across Contexts:** 4. Interpersonal skills for international management: map-bridge-integrate for effectiveness at the point of action. 5. Leading global teams 6. Talent management: selection, preparation and mobility of global leaders. **Part III. Executing Strategy and Performance:** 7. Executing global strategy: foundations. 8. Executing global strategy: applications. 9. Leading change in global organizations. **Part IV. Integrity and Sustainable Performance:** 10. Competing with integrity: personal integrity 11. Competing with integrity: corporate sustainability 12. Conclusion



Contemporary International Business in the Asia-Pacific Region

Available Now

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Alain Verbeke, University of Calgary
Robin E. Roberts, Griffith University
Deborah Delaney, Griffith University
Peter Zámorský, University of Auckland
Peter Enderwick, Auckland University of Technology
Swati Nagar, Auckland University of Technology

The increasing dominance of the Asia–Pacific region as a source of international business growth has created a dynamic and complex business environment. For this reason, a sound understanding of regional economies, communities and operational challenges is critical for any international business manager working in a global context. With an emphasis on ‘doing business in Asia’, *Contemporary International Business in the Asia–Pacific Region* addresses topics that are driving international business today. Providing content and research that is accessible to local and international students, this text introduces core business concepts and comprehensively covers a range of key areas, including trade and economic development, dimensions of culture, business planning and strategy development, research and marketing, and employee development in cross-cultural contexts.

- Emphasis on the modern topic of ‘Doing Business in Asia’
- Succinct, semester-friendly 13 chapters
- Content and research that is accessible to local and international students
- Interactive ebook that integrates cases and questions to motivate and engage students
- Extensive website resources for instructors

Contents

Part I. Core Concepts:

1. Foundations of international business in the Asia–Pacific
2. Drivers and challenges of internationalising firms
3. Economics and the role of regional integration
4. Culture, ethics and corporate governance
5. International investment

Part II. Dynamics of International Business in the Asia–Pacific Region:

6. Emerging economies
7. Market entry and development strategies
8. International business research

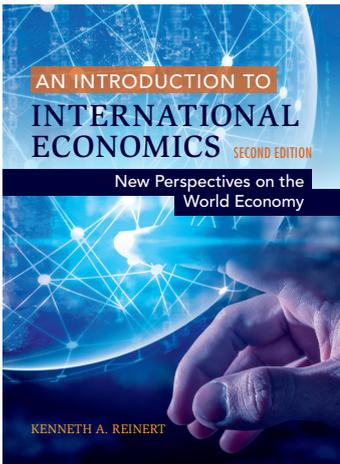
Part III. Functional Issues:

9. Foreign currency and international financial management
10. International marketing
11. International sourcing and production
12. Managing managers in an Asia–Pacific environment
13. Ongoing challenges for international business in the Asia-Pacific

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An Introduction to International Economics

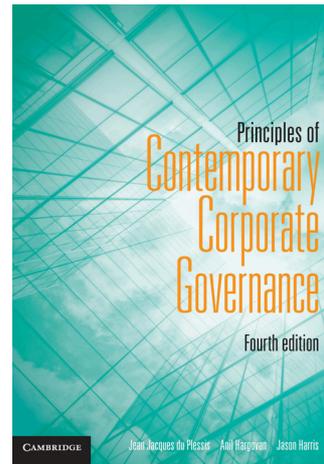
New Perspectives on the World Economy
Second Edition

Kenneth A. Reinert, George Mason University, Virginia

This book is designed for a one-semester course in international economics, primarily targeting non-economics majors and programs in business, international relations, public policy, and development studies. It has been written to make international economics accessible to both students and professionals. Assuming a minimal background in economics and mathematics, the textbook goes beyond the usual trade-finance dichotomy to address international trade, international production, and international finance; and takes a practitioner point of view rather than a standard academic one, introducing students to the material needed to become effective analysts in international economic policy. This new edition features such additional topics as global production and global capital flows, migration, the Ricardian model, and international organisations like the IMF. Examples have been updated to include recent developments (Brexit, for example) and all charts include the latest data.

Contents

Preface. Acronyms. List of symbols. 1. Introduction. **Part I. International Trade:** 2. Absolute advantage. 3. Ricardian model of comparative advantage. 4. Heckscher-Ohlin model of comparative advantage. 5. Intra-industry trade. 6. The political economy of trade. 7. Trade policy analysis. 8. The World Trade Organization. 9. Preferential trade agreements. **Part II. International Production:** 10. Multinational enterprises and foreign direct investment. 11. Global value chains. 12. Engaging international production. 13. Migration. **Part III. International Finance:** 14. Accounting frameworks. 15. Global capital flows. 16. Exchange rates and purchasing power parity. 17. Flexible exchange rates. 18. Fixed exchange rates. 19. The international monetary system. 20. Crises and responses. 21. Monetary unions. 22. Growth in the open economy. Glossary. Index.



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Principles of Contemporary Corporate Governance

Fourth Edition

Jean Jacques du Plessis, Deakin University
Anil Hargovan, University of New South Wales
Jason Harris, University of Technology Sydney

Now in its fourth edition, *Principles of Contemporary Corporate Governance* offers comprehensive coverage of the key topics and emerging themes in private sector corporate governance. It explains both the principles of corporate governance systems and their real-world application in an authoritative and engaging manner. *Principles of Contemporary Corporate Governance* is an indispensable resource for business and law students, academic researchers and practitioners.

Contents

Part I. Basic Concepts, Board Structures and Company Officers:

1. The concepts of 'corporate governance' and 'essential' principles of corporate governance
2. Stakeholders in corporate governance and corporate social responsibility
3. Board functions and structures
4. Types of company directors and officers

Part II. Corporate Governance in Australia:

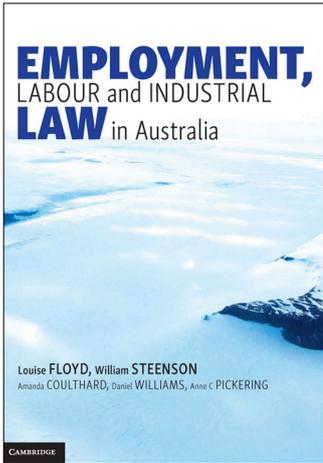
5. Regulation of corporate governance
6. The role of the regulators: ASIC and the ASX
7. Accounting governance
8. Auditors and audits
9. Directors' duties and liability
10. Enforcement of directors' duties

Part III. Corporate Governance in International and Global Contexts:

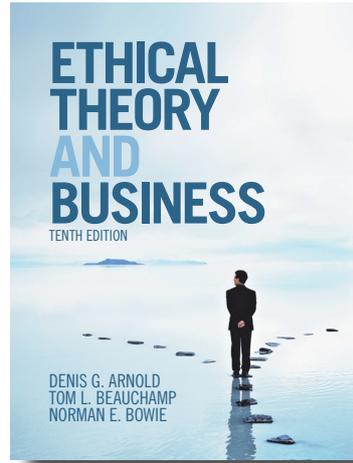
11. Corporate governance in the United States, the United Kingdom, New Zealand, Canada, South Africa and India
12. Corporate governance in the EU, the G20/OECD principles of corporate governance, and corporate governance in Germany, Japan, China and Indonesia

Part IV. Shareholder Activism and Business Ethics:

13. Shareholder activism
14. Business ethics and corporate governance



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Employment, Labour and Industrial Law in Australia

Louise Floyd, James Cook University
 William Steenson, University of Technology Sydney
 Amanda Coulthard, Bond University
 Daniel Williams, Minter Ellison
 Anne C. Pickering, University of Queensland

Employment, Labour and Industrial Law in Australia provides a comprehensive, current and accessible resource for the undergraduate and Juris Doctor student. With a social and political background to the law, this text provides insightful legal analysis underscored by practical business experience, while exploring key principles through a close evaluation of laws and lively discussion of prominent cases. To maintain currency within this rapidly changing area of law, the text has a website which will include updates for any major developments in the field as well as responses to end-of-chapter questions. Written by respected academics and practicing lawyers in the field, this book is a relevant and contemporary guide to this fascinating area of law.

Contents

1. Settling the contract: essentials of formation and characterisation
2. The employment contract: implied terms
3. Introduction to the Fair Work Act
4. Bargaining, awards and the national employment standards
5. Trade union law and regulation – unions and industrial action
6. The end of the employment relationship
7. Public work
8. Specialist legislation
9. Emerging issues and new frontiers

Ethical Theory and Business

Tenth Edition

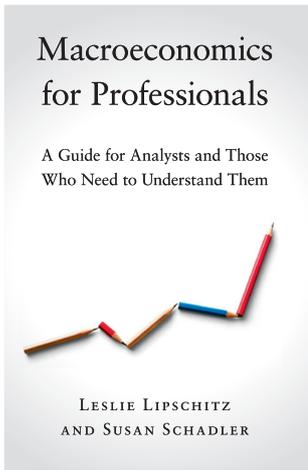
Denis G. Arnold, University of North Carolina
 Tom L. Beauchamp, Georgetown University
 Norman E. Bowie, University of Minnesota

For forty years, successive editions of *Ethical Theory and Business* have helped to define the field of business ethics. The 10th edition reflects the current, multidisciplinary nature of the field by explicitly embracing a variety of perspectives on business ethics, including philosophy, management, and legal studies. Chapters integrate theoretical readings, case studies, and summaries of key legal cases to guide students to a rich understanding of business ethics, corporate responsibility, and sustainability.

The 10th edition has been entirely updated, ensuring that students are exposed to key ethical questions in the current business environment. New chapters cover the ethics of IT, ethical markets, and ethical management and leadership. Coverage includes climate change, sustainability, international business ethics, sexual harassment, diversity, and LGBTQ discrimination. New case studies draw students directly into recent business ethics controversies, such as sexual harassment at Fox News, consumer fraud at Wells Fargo, and business practices at Uber.

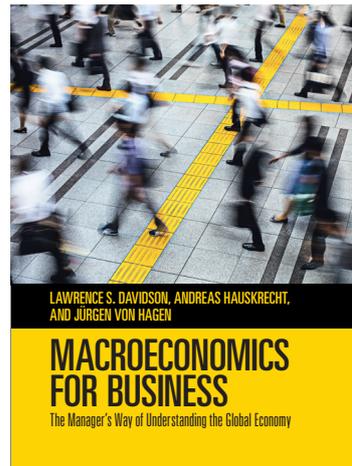
Contents

- Preface
1. Ethical theory and business practice
 2. The rights and responsibilities of employees
 3. Managing, leading and governing
 4. Diversity and discrimination in the workplace
 5. Corporate social responsibility
 6. Ethics and information technology
 7. Marketing ethics
 8. Environmental sustainability
 9. Ethical issues in international business
 10. Ethical markets
 11. Economic justice



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Macroeconomics for Professionals

A Guide for Analysts and Those Who Need to Understand Them

Leslie Lipschitz, Bowdoin College
Susan Schadler, Center for International Governance Innovation

Understanding macroeconomic developments and policies in the twenty-first century is daunting: policy-makers face the combined challenges of supporting economic activity and employment, keeping inflation low and risks of financial crises at bay, and navigating the ever-tighter linkages of globalisation. Many professionals face demands to evaluate the implications of developments and policies for their business, financial, or public policy decisions.

Macroeconomics for Professionals provides a concise, rigorous, yet intuitive framework for assessing a country's macroeconomic outlook and policies. Drawing on years of experience at the International Monetary Fund, Leslie Lipschitz and Susan Schadler have created an operating manual for professional applied economists and all those required to evaluate economic analysis.

Contents

1. Introduction, motivation, and overview
2. Real economic activity
3. Inflation, relative prices, and expectations
4. Monetary policy and accounts
5. The fiscal system
6. Financial stability
7. The external accounts

Macroeconomics for Business

The Manager's Way of Understanding the Global Economy

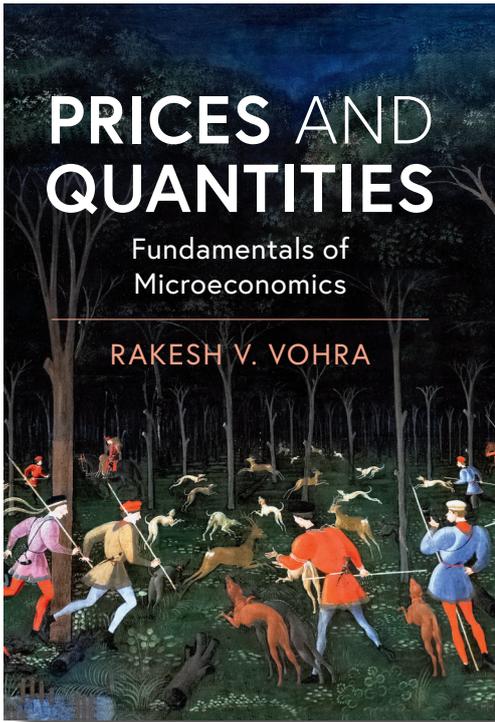
Lawrence S. Davidson, Indiana University
Andreas Hauskrecht, Indiana University
Jürgen von Hagen, Rheinische Friedrich-Wilhelms-Universität Bonn

Interpreting and applying macroeconomic analysis to the global economic environment and understanding the tools used to do so is fundamental to making good managerial decisions. Presuming no background in economic theory and prioritising international application, this textbook introduces macroeconomics to business students. It explains how to understand domestic and global macroeconomic developments, policies, and data, and makes extensive use of case studies and data sets to present modern macroeconomics in a globalised world.

Each chapter has several specific data exercises and practices as well as an international application focusing on the global perspective. By providing a host of international material, this book is useful for instructors and students around the globe.

Contents

1. Macroeconomic concepts and indicators
2. Aggregate demand
3. Aggregate supply and short-run equilibrium
4. Monetary policy and aggregate demand
5. Fiscal policy and aggregate demand
6. Monetary and fiscal policy in the long run
7. Economic growth
8. International trade, exchange rates and capital flows
9. Free trade and protectionism



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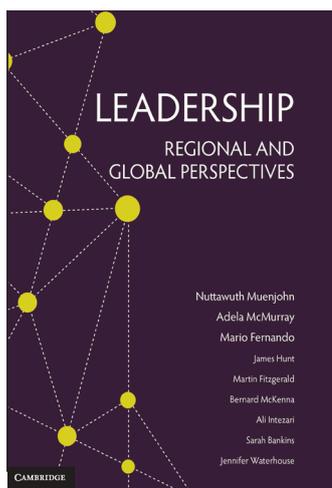
Rakesh V. Vohra, University of Pennsylvania

Rakesh V. Vohra offers a unique approach to studying and understanding intermediate microeconomics by reversing the conventional order of treatment, starting with topics that are mathematically simpler and progressing to the more complex. The book begins with monopoly, which requires single variable rather than multivariable calculus and allows students to focus clearly on the fundamental trade-off at the heart of economics: margin versus volume. Imperfect competition and the contrast with monopoly follows, introducing the notion of Nash equilibrium. Perfect competition is addressed toward the end of the book, and framed as a model of non-strategic behavior by firms and agents. The last chapter is devoted to externalities, with an emphasis on how one might design competitive markets to price externalities and linking the difficulties to the problem of efficient provision of public goods. Real-life examples engage the reader while encouraging them to think critically about the interplay between model and reality.

Contents

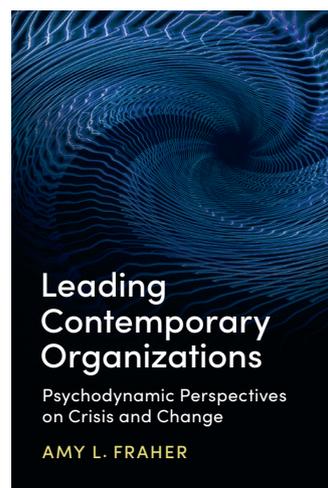
1. Introduction
2. Margin vs volume
3. Price discrimination
4. Competition
5. Preferences and utility
6. Perfect competition
7. Externalities and public goods

- Exposes students to tangible applications up-front by moving from concrete mathematical concepts and problems to ones that are more abstract
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- Covers essential topics with more substantive applications in order to be suitable for semester-long courses



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Leadership

Regional and Global Perspectives

Nuttawuth Muenjohn, Royal Melbourne Institute of Technology
Adela McMurray, Royal Melbourne Institute of Technology
Mario Fernando, University of Wollongong
James Hunt, University of Newcastle
Martin Fitzgerald, University of Newcastle
Bernard McKenna, University of Queensland
Ali Intezari, Massey University
Sarah Bankins, Macquarie University
Jenny Waterhouse, University of Newcastle

Leadership: Regional and Global Perspectives provides a fresh approach to leading in contemporary business environments. The theory component is complemented by a focus on strategic application. Each chapter features case studies highlighting the practical application of key concepts by organisational leaders in the Australasian region. Case studies at the end of each chapter provide a more nuanced analysis of the theory, while accompanying questions encourage students to think critically. Learning is further supported through the inclusion of learning objectives, key terms, further readings and review questions. An extensive bank of web resources is available to lecturers to support their teaching.

Contents

1. Introduction
2. Theories of leadership
3. Styles of leadership
4. Ethics, values and responsible leadership
5. Followership
6. Cross-cultural leadership
7. Creating organisational culture
8. Power, politics and influence
9. Communication and conflict resolution
10. Leading teams, coaching and mentoring
11. Leading change
12. Strategic leadership and succession planning
13. Evaluating leadership performance and leadership development
14. Creativity, innovation and leadership
15. Leadership and decision making

Leading Contemporary Organizations

Psychodynamic Perspectives on Crisis and Change

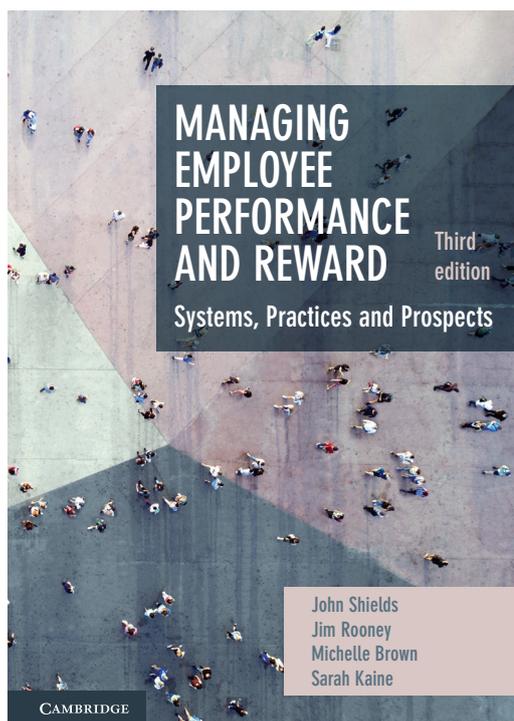
Amy L. Fraher, University of Birmingham

Why do organisations fail? What hinders otherwise responsible leaders from recognising looming disasters? What prevents well-intentioned people from responding properly to an emerging crisis? Using systems psychodynamics to analyse an array of international crises, Amy L. Fraher explores ethical challenges at Silicon Valley tech companies, the Wall Street implosions that led to the 2008 financial industry crash, and a wide range of social crises, policy failures, and natural disasters, offering a crisis management philosophy applicable in diverse settings.

Rather than viewing crises as anomalies that cannot be anticipated, Fraher persuasively argues that crises can, and should, be embraced as naturally occurring by-products of any organisation's change management processes. If leaders do not proactively manage organisational change, they will inevitably manage crisis instead. This accessible textbook will appeal to business students and researchers studying leadership, change and crisis, as well as progressive-minded business leaders keen to improve their own organisations.

Contents

1. Irrationality and crisis
2. Leadership and crisis
3. Change and crisis
4. Hubris and crisis
5. Sensemaking and crisis
6. Ethics and crisis
7. Identity and crisis
8. Policy and crisis
9. Power and crisis
10. Paradox and crisis



NEW

Managing Employee Performance and Reward

Systems, Practices and Prospects
Third Edition

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2020, 247 x 174 mm, 552 pp
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John Shields, University of Sydney
Jim Rooney, University of New South Wales
Michelle Brown, University of Melbourne
Sarah Kaine, University of Technology Sydney

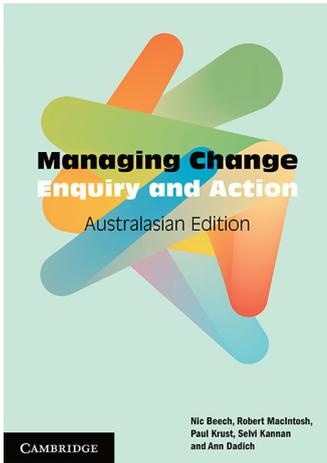
The third edition of *Managing Employee Performance and Reward: Systems, Practices and Prospects* has been thoroughly revised and updated by a new four-member author team. The text introduces a new conceptual framework based on systems thinking and a dual model of strategic alignment and psychological engagement. Coverage of chapter topics provides a balance between research evidence and practice and, in this new edition, is enhanced with a more applied and technical approach.

New to this edition:

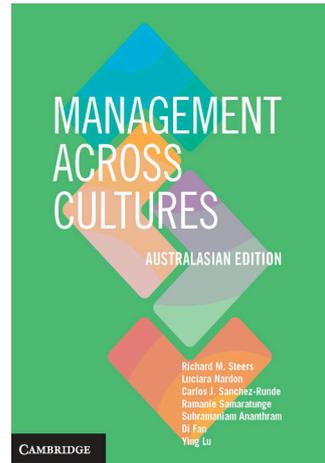
- New 12 chapter table of contents to align with one semester courses
- Chapters sequenced thematically
- Text has a more applied/technical 'how to' approach, with less accent on theory/concepts
- Four recurrent themes/principles woven through each chapter in the form of breakout boxes called Reality Checks:
 - Strategic alignment
 - Organisational justice
 - Workforce diversity
 - Employee engagement
- Wholly new and larger set of chapter-specific case studies
- Instructor website with:
 - Supplementary chapters on expatriate and executive performance and reward
 - Suggested responses for the book's Reality check, Discussion and Case study questions
 - PPT's summarising the text's key topics, including many of the book's figures and tables

Contents

1. Performance and reward basics
2. Strategic alignment and psychological engagement
3. Managing for result
4. Performance appraisal and management
5. Reviewing, discussing and developing employee performance
6. Base pay
7. Employee benefits
8. Recognising and rewarding individual performance
9. Collective short-term incentive plans
10. Employee share ownership
11. System review, change and development
12. Performance and rewards theory and practice: what's new, what's next?



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Managing Change

Enquiry and Action
Australasian Edition

Nic Beech, University of Dundee
Robert MacIntosh, Heriot-Watt University
Paul Krust, Excelsia College
Selvi Kannan, Victoria University
Ann Dadich, University of Western Sydney

Managing Change: Enquiry and Action, Australasian Edition offers a fresh perspective of change theory with contemporary examples providing students with the tools they need to navigate the complexities of change within organisations. The book features notions of innovation, disruption and agile learning that are necessary in an intensified business world. Written by leading professionals, **Managing Change: Enquiry and Action, Australasian Edition** is an essential resource for students looking to develop a strong skills base that can be employed in practice.

Contents

Part I. Foundations: 1. Practising change management. 2. Current approach: concepts and framework. Innovation. **Part II. Diagnosing:** 3. Understanding the change context: internal and external factors. 4. Clarity and ambiguity. 5. Engagement and vitality. 6. Stakeholder positioning and dynamics. 7. Culture, habits and unlearning **Part III. Enacting Change:** 8. Choosing/adopting an approach to change. 9. Changing structure. 10. Identity and change. 11. Choosing customers and competitors. 12. Changing processes. 13. Aligning people and activities. 14. Learning and developing. 15. Conversations and stories. **Part IV. Explaining:** 16. Developing and interpreting evidence. 17. The enquiry-action framework in practice **Part V. Extended Cases.**

Managing across Cultures

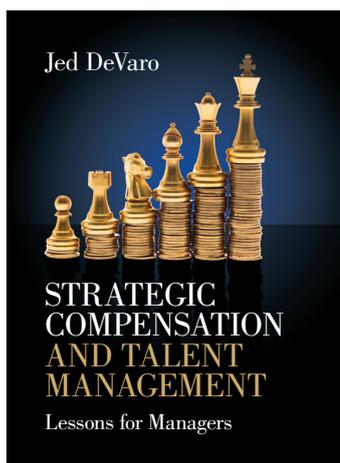
Australasian Edition

Richard M. Steers, University of Oregon
Luciana Nardon, Carleton University
Carlos J. Sanchez-Runde, IESE Business School
Ramanie Samararatunge, Monash University
Subramaniam Ananthram, Curtin Business School
Di Fan, Curtin University
Ying Lu, Macquarie University

This first Australasian edition of the popular text **Management across Cultures** explores the latest approaches to cross-cultural management, presenting strategies and tactics for managing international assignments and global teams. With a clear emphasis on learning and development, the text encourages students to acquire skills in multicultural competence that will be highly valued by their future employers. Rich in cases and examples, **Management across Cultures** integrates research from across the social sciences with contemporary management practices for a comprehensive overview of cross-cultural management.

Contents

1. Management across cultures: an introduction
2. Global managers: challenges and responsibilities
3. Cultural environments
4. Organisational environments
5. Communicating across cultures
6. Leading global organisations
7. Negotiating global partnerships
8. Managing ethical conflicts
9. Managing work and motivation
10. Managing global teams
11. Managing global assignments
12. Lessons learned



NEW

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Strategic Compensation and Talent Management

Lessons for Managers

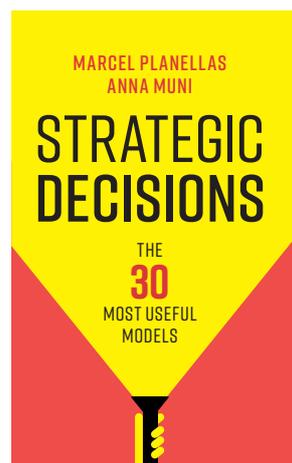
Jed DeVaro, California State University, East Bay

Written for current and aspiring managers, this textbook guides readers through the core components of compensation and puts them in the manager's chair, challenging them to apply their understanding to solve business problems such as attracting, managing, and retaining company talent. The book's central theme, supported by extensive treatment of compensating differentials, is that compensation is heavily driven by market competition.

The coverage also includes analytics, negotiation and bargaining, wage theft, and non-profits and small businesses, as well as a detailed treatment of stock options. Case studies are included to demonstrate the principles in practice, and 'lessons for managers' in each chapter provide practical advice and takeaways. A rich package of online teaching and learning materials, including teaching slides, sample syllabi, additional case studies, and a test bank is also provided to support teachers and students.

Contents

Acronyms. Preface. Case discussions. 1. Introduction. 2. Compensation contract failure and wage theft. 3. Compensating differentials. 4. External constraints on pay. 5. Internal constraints on pay. 6. Compensation analytics I. 7. Compensation analytics II. 8. Training. 9. Pay for performance. 10. Executive compensation and stock options. 11. Benefits. 12. Turnover management and talent retention. 13. Promotions and pay. 14. Negotiation and bargaining. 15. Compensation in nonprofits, the public sector, and small businesses. Last remark. Further resources. Index.



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Strategic Decisions

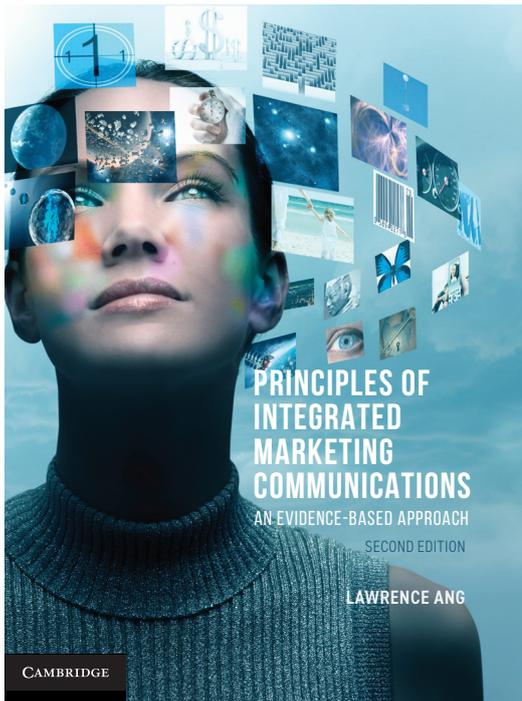
The 30 Most Useful Models

Marcel Planellas, ESADE Business School (Ramon Llull University)
Anna Muni

In *Strategic Decisions*, Planellas and Muni provide an invaluable tool for anyone facing the challenge of taking strategic decisions. Using their 'circle of strategic decisions' framework, they guide readers smoothly through the decision-making process. Following this, they present thirty of the most widely used strategic models, including Porter's Five Forces, Ansoff's Matrix, Blue Ocean Strategy, Open Innovation, and the 8-Step Change Model. For each model, they demonstrate the content, context, and application, using clear and eye-catching graphics. This is a must-have book for all M.B.A. students and business managers.

Contents

Part I. The Circle of Strategic Decisions: 1. Three stages, three questions. 2. Strategic analysis. 3. Strategic decisions. 4. Strategy implementation. 5. How to make strategic decisions
Part II. The 30 Most Useful Models: 6. Abell's three dimensions. 7. Yin-yang vision. 8. Golden circle model. 9. PESTEL analysis. 10. Scenario analysis. 11. SWOT analysis. 12. Porter's five forces. 13. Cultural web. 14. Resource-based view. 15. Generic strategies. 16. Ansoff's matrix. 17. Uppsala model. 18. Taxonomy of strategic alliances. 19. BCG portfolio matrix. 20. McKinsey portfolio. 21. Blue ocean strategy. 22. Competing for the future. 23. Business model canvas. 24. Disruptive innovation. 25. Open innovation. 26. Diffusion of innovations model. 27. Phases of growth. 28. Value chain. 29. 7-S model. 30. Balanced scorecard. 31. 8-step change model. 32. Transient advantages. 33. Deliberate and emergent strategies. 34. Learning in a double loop. 35. Black swan theory. Epilogue. Notes. References to the graphics. Acknowledgments. About the authors.



NEW

Principles of Integrated Marketing Communications

An Evidence-based Approach
Second Edition

Available January 2021
280 x 210 mm, 476 pp
9781108703116 | Paperback
(also available as an eBook)



Lawrence Ang, Macquarie University

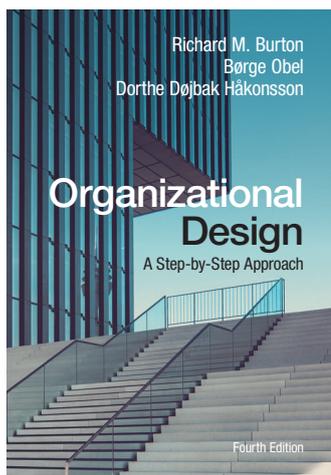
Marketing in the digital age poses major challenges for traditional and established practices of communication. To help readers meet these challenges, *Principles of Integrated Marketing Communications: An Evidence-Based Approach*, provides a comprehensive foundation to the principles and practices of integrated marketing communications (IMC). It examines a variety of traditional and digital channels used by professionals to create wide-reaching and effective campaigns that are adapted for the aims of their organisations.

This edition has been thoroughly revised, and introduces a 'consumer decision journey' as a framework for implementing communications to best meet the demands of a business and its consumers. Essential concepts such as brand positioning, uncovering insights, media planning, social influence, advertising testing and campaign tracking are discussed in a clear and comprehensive way, and there is a strong focus on implementation of IMC strategies in digital and social contexts.

- Short, clear and engaging with an array of Australian, Asian and European case studies
- Coherent framework with emphasis on solving business issues using IMC
- Research-based providing a step-by-step guide on how to develop an effective IMC plan
- Many useful tools including how to use various research techniques to uncover consumer insights, how to create social influence using social media and how to use neuro-marketing to pre-test ads

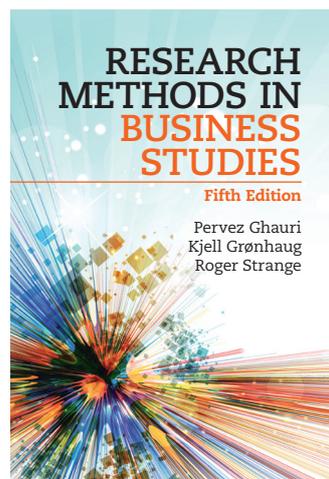
Contents

1. Integrated marketing communications and its synergistic effects
2. Uncovering insights
3. Brand Positioning
4. Media planning for growth
5. Integrating digital and non-digital channels
6. Advertising creativity
7. Planning and executing the creative appeal
8. Social influence
9. Public relations, corporate reputation, sponsorship and content marketing
10. Influence, tactics and integration in personal selling
11. Direct response and sales promotion integration
12. Advertising testing, campaign tracking and synergistic effects
13. Integrative review, IMC implementations and Marketing Technologies



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Organizational Design

A Step-by-Step Approach
Fourth Edition

Richard M. Burton, Duke University, North Carolina
Børge Obel, Aarhus Universitet, Denmark
Dorthe Døjbak Håkonsson, Aarhus Universitet, Denmark

Building on information processing theory, the book proposes a holistic, multi-contingency model of the organisation. This textbook communicates the fundamentals of traditional and new organisational forms, including up-to-date analysis of self-organising, boss-less, digital, and sustainable organisations. Providing a framework for the implementation of organisational design changes, the authors break the process down into seven basic steps: (1) Assessing Goals, (2) Assessing Strategy, (3) Analyzing Structure, (4) Assessing Process and People, (5) Analyzing Coordination, Control and Incentives, (6) Designing the Architecture, and (7) Implementing the Architecture. Each step connects with one of the nine interdependent components of the multi-contingency model, and the authors also provide a logical query process for approaching each of these components. This is an ideal guide for managers or executives interested in assessing their organisation and taking steps to redesign it for success, as well as for MBA and executive MBA students looking for an introduction to organisational design.

Contents

Step 1. Getting Started: 1. Assessing the scope and goals of the organization. Step 2. Assessing the Strategy: 2. Strategy. 3. Environment. Step 3. Analyzing the Structure: 4. Traditional configurations of the firm. 5. New organizational forms? Step 4. Assessing Process and People: 6. Work, task design and agents. 7. Leadership and organizational climate. Step 5. Analyzing Coordination, Control, and Incentives: 8. Coordination and control. 9. Incentives. 10. Designing the structure and coordination. Step 6. Designing the Architecture: 11. Designing the architecture and the sequence of change. Step 7. Implementing the Architecture: 12. Implementing the change: who should do what when?

Research Methods in Business Studies

Fifth Edition

Pervez Ghauri, University of Birmingham
Kjell Grønhaug, Norwegian School of Economics and Business Administration, Bergen-Sandviken
Roger Strange, University of Sussex

This accessible guide provides clear, practical explanations of key research methods in business studies, presenting a step-by-step approach to data collection, analysis and problem solving. Readers will learn how to formulate a research question, choose an appropriate research method, argue and motivate, collect and analyse data, and present findings in a logical and convincing manner. The authors evaluate various qualitative and quantitative methods and their consequences, guiding readers to the most appropriate research design for particular questions. Furthermore, the authors provide instructions on how to write reports and dissertations in a clearly structured and concise style. Now in its fifth edition, this popular textbook includes new and dedicated chapters on data collection for qualitative research, qualitative data analysis, data collection for quantitative research, multiple regression, and additional methods of quantitative analysis. Cases and examples have been updated throughout, increasing the applicability of these research methods across various situations.

Contents

Part I. Challenges and Ambiguities of Business Research: 1. Introduction. 2. Research in business studies. **Part II. The Research Process:** 3. The research process. 4. Research problems. 5. Research design. 6. Measurements. **Part III. Implementation:** 7. Data collection for qualitative research. 8. Qualitative data analysis. 9. Data collection for quantitative research. 10. Description and preliminary analysis of quantitative data. 11. Multiple regression. 12. Additional methods of quantitative analysis. 13. Cross-cultural research. 14. Writing the final report.

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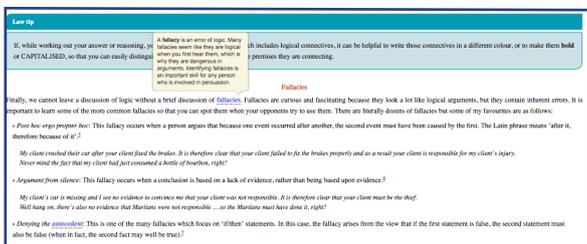


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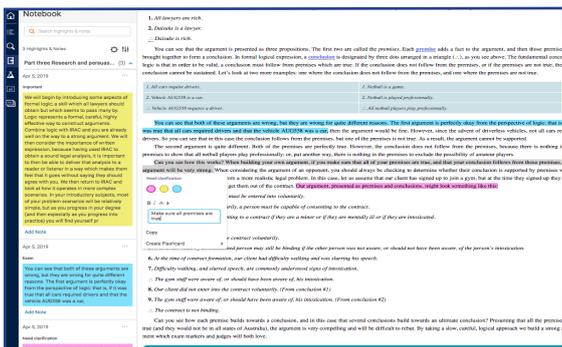
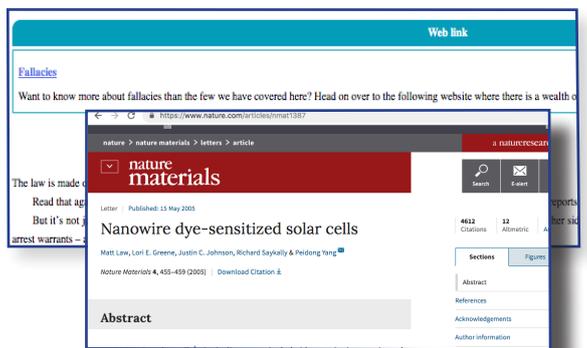


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