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## **International human resource management**

local or regional labor market should be taken into account in IHRM. Escalating costs have moreover encouraged MNEs to consider replacing expatriates with local managers (Brewster and Scullion, 1997). Erdener and Torbiorn (1999) argued that the use of HCNs might increase transaction costs if managerial talent in the local country is scarce.

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**Peter J. Dowling, Marion Festing, Allen D. Engle - Google**

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Laurie manages the HRIP Certification Program, contract administration, vendor liaison relations for the operations of the association, supporting the Executive Director with committee responsibilities and continuing to be a bridge between marketing and email distribution and facilitating initiatives across all IHRIM staff.



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