

Announcement

International Encyclopedia of Business and Management, edited by Malcolm Warner, International Thomson Business Press, 5 volumes, 960 pp. each plus 1 volume (Index), 496 pp., 1996, ISBN 0 415 07399 5, £800.

Peter Drucker has observed: "Not in a very long time – not, perhaps, since the late 1940s or early 1950s – have there been as many new major management techniques as there are today" (1994, *Harvard Business Review*). He then goes on to point out that such powerful tools as 'benchmarking', 'downsizing', 'total quality management' and the like are designed with a view to 'how to do' things differently; yet 'what to do' is now the main challenge to managements around the world. In an environment in which underlying assumptions about markets, customers, competitors and technology are being investigated, what constitutes a company's strengths and weaknesses and theory of business are questioned anew. Those studying and involved in management need a new way of finding out about theories of business past, present and future and in turn, about how businesses are changing what they do and how they do it, in order to better ascertain possible mismatches between theory and practice.

The *International Encyclopedia of Business and Management* (IEBM) seeks to be the world's first truly international, multi-volume encyclopedia in its field. In its comprehensive and self contained approach, it sets out to provide first stop reference on all aspects of business and management. Its six volumes contain over 500 entries – the vast majority of which were written especially for inclusion. Contributory authors include Samuel Eilon, Derek Pugh, John Kay and John Child from the UK; Fred Luthans, Fred Choi, William Starbuck, Linda Sprague and Lee

Radebaugh from the USA. Other leading names include Yoko Sano from Japan; Dexter Dunphy from Australia and Geert Hofstede, Klaus Macharzina and Arnoud de Meyer from Europe.

The work is organised alphabetically by entry with an exceptionally detailed index. In its underlying construction there are three main dimensions: subject, location and biography. Management studies is divided into component subjects or disciplines including: accounting; business economics; business history; finance; human resource management and industrial/labour relations; international business; management education and comparative management; management information systems; manufacturing management; marketing; operations management; operations research; organisation behaviour and strategy. Entries are fully cross-referenced and each entry ends with a 'see also' section which highlights entries of further interest.

The IEBM has an international dimension which is so often missed from major reference works on management. Management is becoming increasingly internationalised and there are many different ways of organising that are visible in diverse national settings. Geographic-based entries cover more than fifty countries, with specific topics such as Industrial Relations in Japan and Management in Mexico. The encyclopedia also features intellectual biographies of around 100 international figures – both historical and contemporary who have made a significant contribution to the field.

The encyclopedia succeeds in revealing the interconnection of theory and practice, while simultaneously exploring all the diverse disciplines that come together to constitute the field of international business and management.