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ABOUT THE AUTHOR Raymond J Stone BA B Com Dip Soc Stud Melb MA Ottawa PhD Hong Kong CMAHRI FIHRM Hong Kong Raymond J Stone has more than 30 years experience in international HRM and has held senior positions in Hong Kong Australia Japan and Korea He is currently Adjunct Professor of the School of Business in the Department of Management of Hong Kong Baptist University His work experience covers remuneration and benefits recruitment and selection psychological appraisal industrial relations HRM research training and development and strategic human resource planning and policy development He has taught at Hong Kong Australian

Japanese and British universities His articles on negotiating and international HRM have been published in leading academic and business journals in the United States the United Kingdom Hong Kong Japan Singapore Australia and New Zealand He resides in Hong Kong and travels frequently throughout the Asia Pacific region

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