

PUBLICATIONS

Ashok Som

ESSEC Management Department Professor and Co-Chair Ashok Som's new book entitled *Organization Re-design and Innovative HRM* has been published by Oxford University Press. Written for students, researchers, organizational behavior and management professionals, the book features practical case studies and comparisons between Indian and French companies.

Roland Portait and Patrice Poncet

Editions Dalloz has just published *Finance de Marché: Instruments de base, produits dérivés, portefeuilles et risques* by ESSEC Finance professors Roland Portait and Patrice Poncet. The book provides a thorough introduction to market finance. It focuses on methodological aspects and evaluating financial and risk management instruments. It assigns particular importance to the basics of probability and credit risk assessment.

Jean-Luc Cerdin

An article by ESSEC Management Professor Jean-Luc Cerdin in collaboration with G.K. Stahl, C.H. Chua, P. Caligiuri, and M. Taniguchi was selected as one of the Best Paper Proceedings at the annual Academy of Management conference held in Anaheim, California last August.

The paper was entitled "Predictors of Turnover Intentions in Learning-Driven and Demand-Driven International Assignments" and sheds light on the factors associated with attempts to persuade ex-pat employees to resign.

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