

Gary W. Florkowski

Associate Professor of Business Administration
University of Pittsburgh – Katz Graduate School of Business

E-mail: gwf@katz.pitt.edu



Degrees

PhD, Syracuse University, 1989

JD, Syracuse University, 1981

BS, Industrial and Labor Relations, Cornell University, 1978

Courses Recently Taught

MBA Courses:

Human Resources for Competitive Advantage

Entering Foreign Markets—Exporting, Licensing and FDI

International Human Resource Management

Staffing and Selection

Compensation Administration

Collective Bargaining and Labor Arbitration

Executive Programs:

Managing Human Resources in a Global Economy

Entering Foreign Markets—Exporting, Licensing & FDI

Area

Global Management and Entrepreneurship

Profile

Gary W. Florkowski is an associate professor of business administration at the Katz Graduate School of Business, where he has taught a wide variety of courses in human resource management and international business at the MBA and executive-MBA levels. From 1995 to 1997, he also served as the academic director for Katz's FLEX-MBA program for executives. Dr. Florkowski's primary teaching and research interests focus on the infusion of IT in HRM and industrial relations processes, international HRM, and global legal systems. His recently published book, Managing global legal systems: International employment regulation and competitive advantage, examines how labor and employment laws are shaped by political institutions around the world, and discusses the opportunities that companies have to influence domestic workplace regulation and international labor standards. He also has authored 25 articles and book chapters, having been published in such leading academic journals as the Academy of Management Review, Human Relations, British Journal of Industrial Relations, Industrial Relations, and the International Journal of Human Resource Management. Current research projects include (1) a web-based study of the acquisition and use of IT applications by HR departments in the Americas, Europe, and Asia, and (2) a study of employment regulations's impact on foreign direct investment decisions in emerging markets and developed economies.

Prior to joining the University of Pittsburgh, Dr. Florkowski was a member of the New York Bar.

Research Interest Areas

Technology-Enabled HR Services, Global Human Resource Management, Comparative Labor & Employment Law

Publications

- Olivas-Luján M., and Florkowski, G.W. (2008) "Diffusion of HR-ICTs: An innovations perspective." In G. Martin, M. Reddington, & H. Alexander (eds.), *Technology, outsourcing and transforming HR*. Burlington, MA: Elsevier Butterworth-Heinemann.
- Olivas-Luján M., and Florkowski, G.W. (2008) "The diffusion of HRITs across countries." In T. Torres-Conoras and M. Arias-Oliva (eds.) *Encyclopedia of human resource information systems: Challenges in e-HRM*, Hershey, PA: Idea Group.
- Florkowski, G.W. (2006) *Managing global legal systems: International employment regulation and competitive advantage*, NY: Routledge.
- Florkowski, G.W. and M. Olivas-Luján M. (2006). "The diffusion of human-resource information-technology innovations in U.S. and non-U.S. firms." *Personnel Review* 35.
- Schuler, R.S., P. Budhwar, and Florkowski, G.W. (2004) "International human resource management." In B.J. Punnett and O. Shenkar (eds.), *Handbook of International Management Research*, second edition. Ann Arbor, MI: University of Michigan Press.
- "Schuler, R.S., P. Budhwar, and Florkowski, G.W. (2002) "International human resource management: review and critique." *International Journal of Management Reviews*, 4(1), 41–70.

Recent Conference Papers and Presentations

- Florkowski, G.W. (2008) "Technology-enabled HR services: Old haunts, new frontiers." Keynote presentation, 2nd European Academic e-HRM Workshop. Marseille, France.
- Florkowski, G.W., and Olivas-Luján M. (2007) "Capturing employment regulation's impact on foreign direct investment: In search of a better mousetrap." 9th International Human Resource Management Conference. Tallinn, Estonia.
- Florkowski, G.W. (2006) "Transnational employment regulation: An integrative or differentiating force in IHRM?" Professional Development Workshop, Academy of Management Annual Meeting. Atlanta.

External Service and Assignments

- Editorial Board, *Journal of World Business*, 1997–.
- Editorial Board, *International Journal of Human Resource Management*, 1993–.
- International HRM Committee-member, HRM Division, Academy of Management