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International Employer Brand Management: A Multilevel Analysis and Segmentation of Students' Preferences

Lena Christiaans

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The increasing globalization of business activities forces companies to recruit highly skilled employees all over the world. In order to attract these talents, employers have to differentiate themselves through a unique employer brand, appealing to diverse target audiences. However, in the absence of research on international students' preferences for employer characteristics, it is difficult for multinational companies to decide on a feasible degree of employer brand standardization. Lena Christians investigates the impact of between-country differences, such as in national culture or economic wealth, on students' preferences in relation to individual differences of students within the same country. In combination with a segmentation of the European graduate market, the results provide readers with inside on which elements of the employer value proposition are suitable for standardization in which target groups.

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