Human Resource Management in an International Context

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INTERNATIONAL HUMAN RESOURCE MANAGEMENT - Free download as Powerpoint Presentation (.ppt), PDF File (.pdf), Text File (.txt) or view presentation slides online.

IHRM (International Human Resource Management) is the process of: acquiring, allocating, and effectively utilizing human resources in a multinational corporation, while balancing the integration and differentiation of HR activities in foreign locations.

OBJECTIVES of IHRM:
- To reduce the risk of international human resource activities
- To avoid cultural risks
- To avoid regional disparities
- To manage diverse human capital

P. Morgan's Model of IHRM: Human resource activities. The first part of this paper provides an overview of global HRM. Emphasis has been placed on examining some of the similarities and differences between international and domestic HRM. It is evident that operating in a global environment is more complex than operating in a single country or single culture.


These complexities become even more accentuated in the context of international SHRM research, which considers the growing importance of multinational corporations (MNCs) and the influence of complex global strategic business decisions on the human resource activities of these MNCs (Sparrow and Braun, 2007).

In this introduction to Sustainability and Human Resource Management: Developing sustainable business organizations, we outline the content and structure of the book. In this book, our academic and practitioner authors explore the potential of sustainability as a new paradigm and Sustainable HRM as a concept for HRM.