

**Critically discuss and defend the position
that IHRM is an important area of study in
modern day organizations**

Abstract

Here the entire report has aimed at critically discussing the importance of the International Human Resource Management within the modern day organizations. International Human Resource Management can be identified as a process of utilizing the human resources within the international organizations in an efficient and effective manner in order to accomplish the overall organizational success. Therefore, within the entire discussion, it has focused to explain about the International Human Resource Management and its' functions as well as the role of the IHRM manager, IHRM model and the challenges of the IHRM respectively. Ultimately it has given a reliable and timely conclusion while summarizing the overall discussion successfully.

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Acknowledgement

I would like to extend my heartiest thanks and my gratitude for each and every person who assisted me in making this effort a success and convenient because without the help of them this won't be such successful.

I wish to offer my special thanks to for his/her kind corporation and assistance by giving me relevant guidance and advices whenever I needed them. Without such kind of assistance it will not be able to complete this effort in a victorious way.

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Thank you.

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Table of Abbreviations

IHRM - International Human Resource Management

HRM - Human Resource Management

MNC - Multinational Corporation

NGO - Non Governmental Organization

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Introduction

With increasing globalization as well as the convenient mobilization and communication among the countries, the companies are capable of expanding their operations towards the international level. Therefore it has become a major challenge to the organizations which are operating across the international boundaries, to manage these dissimilar behaviors of the people for integration. So it may necessary emerge the need for International Human Resource Management for each and every globalized businesses. However it can be recognized that the IHRM is having the same activities in Domestic Human Resource Management like Staff Planning, Training & Development, Performance & Compensation Management, Grievances Handling, Health & Safety Management etc. but the Domestic HRM will operate within one nation and meanwhile the IHRM activities will involve various kind of countries in the world. Further the IHRM can be recognized as a branch of the management which is examining the design as well as the effects of the organizational HR practices within the cross cultural contexts itself. According to Taylor (1996); the IHRM can be defined as *“The process of aggregating the different kinds of HRM systems which are used to manage the people within MNCs, both domestic and overseas”*. So it may consist with the distinct activities which are attracting as well as developing the human resources at MNCs. Hence the HR managers within these kind organizations are unable to neglect such international influences towards their work. So it can be recognized that the IHRM is playing an important role with providing a great solution for the issues in global businesses. Furthermore the researches have denoted the IHRM as an extension of the HR which are relating to managing geographically dispersed team. This may consist with expatriating staff who are locally recruited or recruiting nationals from a third country neither from the home country nor from the parent country. So these organizations are ranging from the small offices to subsidiaries, global NGOs, or MNCs etc. alternatively there may be organizations which are based on the home country but they are having the overseas offices with the selected departments in offshore. Therefore the difference between the IHRM and the domestic HRM is that the IHRM has become more unpredictable while being influenced by the different kinds of external factors under more functions. So obviously IHRM has become more dynamic perspective which is required to intervene with more employees being high risky as well.

Main functions of the IHRM

When it comes to recognize the main functions of the IHRM, it can be recognized five main functions such as Recruitment and the Selection, Training and Development, Performance Evaluation as well as the Remuneration and the Labor Relations etc. so here under the first function of recruiting and selection; the company will employ the well qualified candidates for the international operations. Further it can be identified that the Staffing is a kind of complex function within the global businesses since it may highly affect on the preferred employee type by the company itself. When the company is using the ethnocentric approach; then the nationals of the parent country generally staff significant positions within the headquarters as well as the subsidiaries. So there may be some contradictions among the national culture or local culture and the foreign culture in related to these functions. Therefore it required keeping a proper balance between the consistency with the internal corporate culture and the sensitivity with the practices of the local labor approaches. It can be illustrated the differences of the recruitment methods in globe as in below;

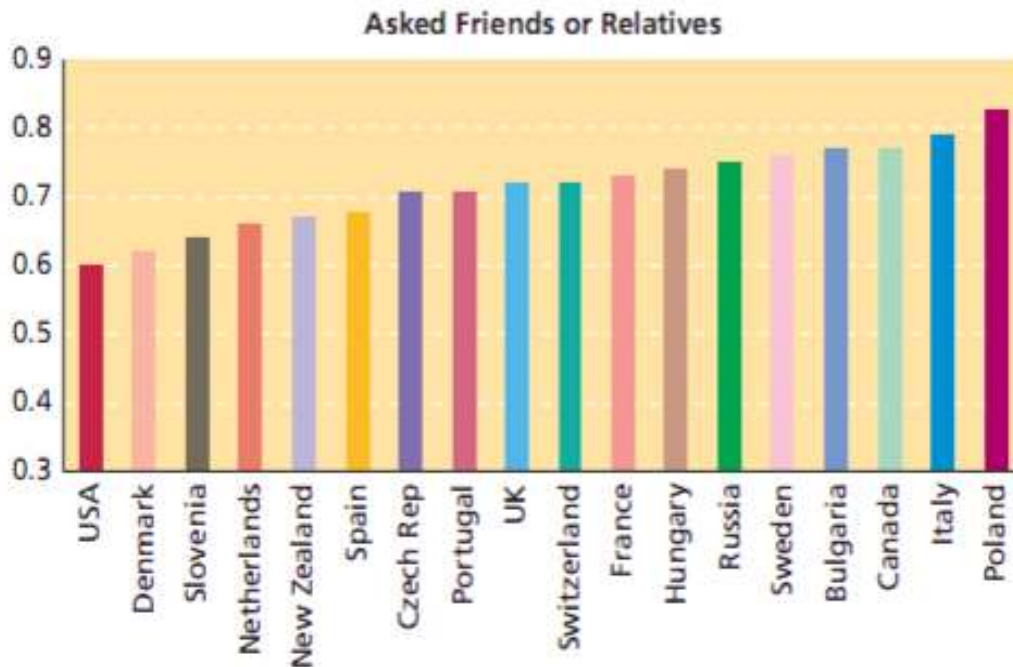


Figure 1 - The differences of the recruitment methods in globe

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Table 1 - the employees are working on different countries and different subsidiaries

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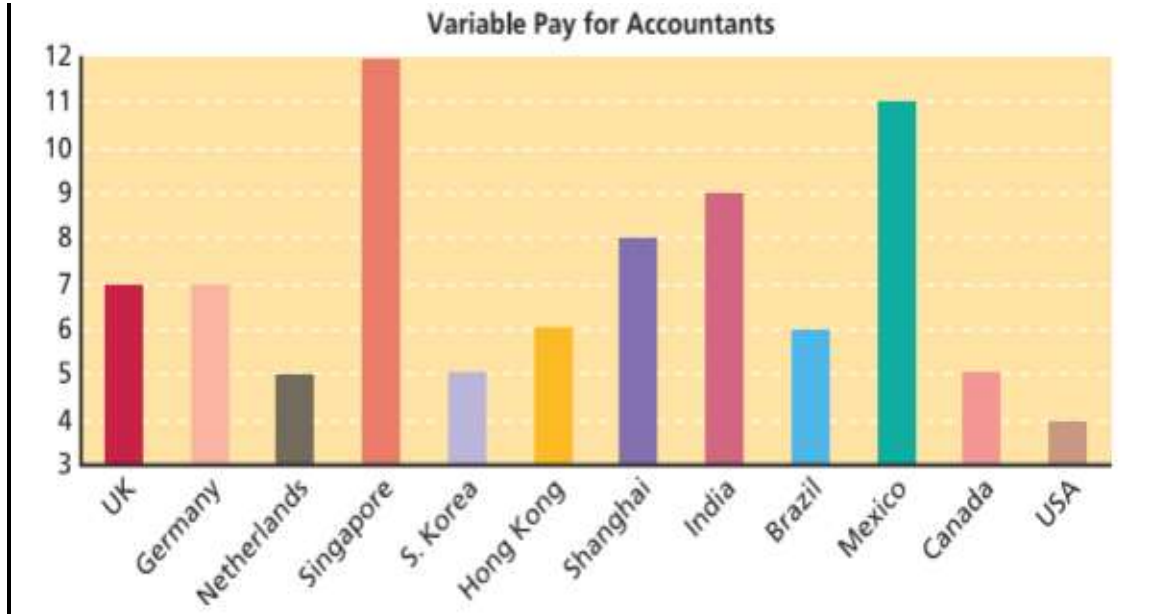


Figure 2- The different governmental practices within the globe

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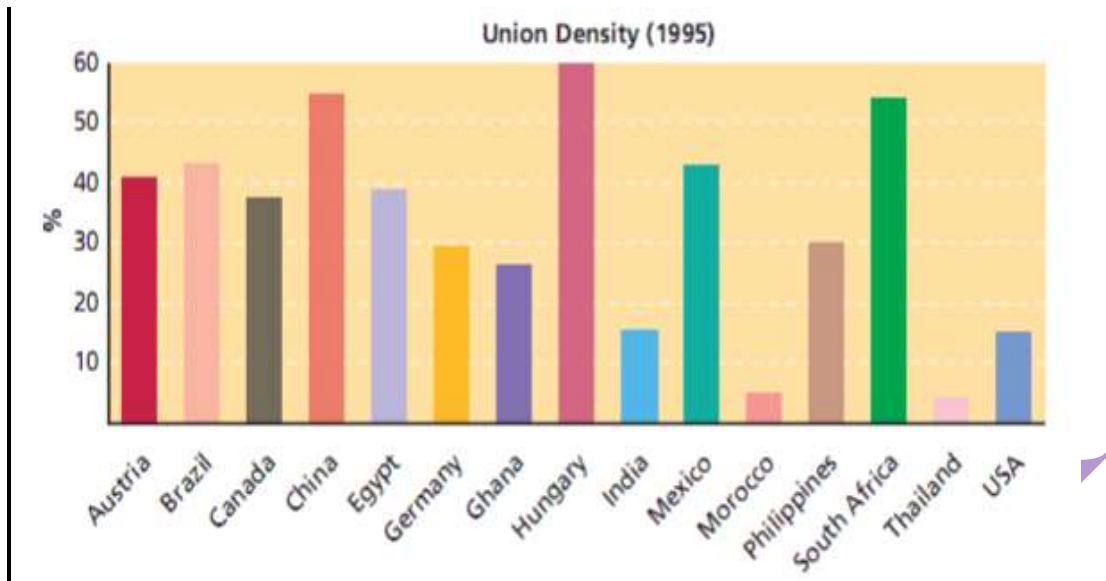


Figure 3 - The variations of the labor relations around the globe through the union density

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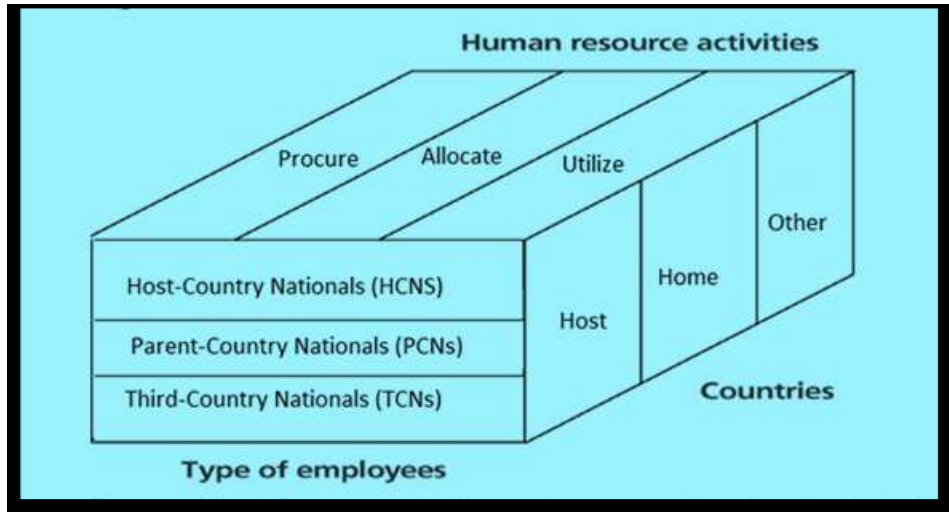


Figure 4 -The IHRM Model

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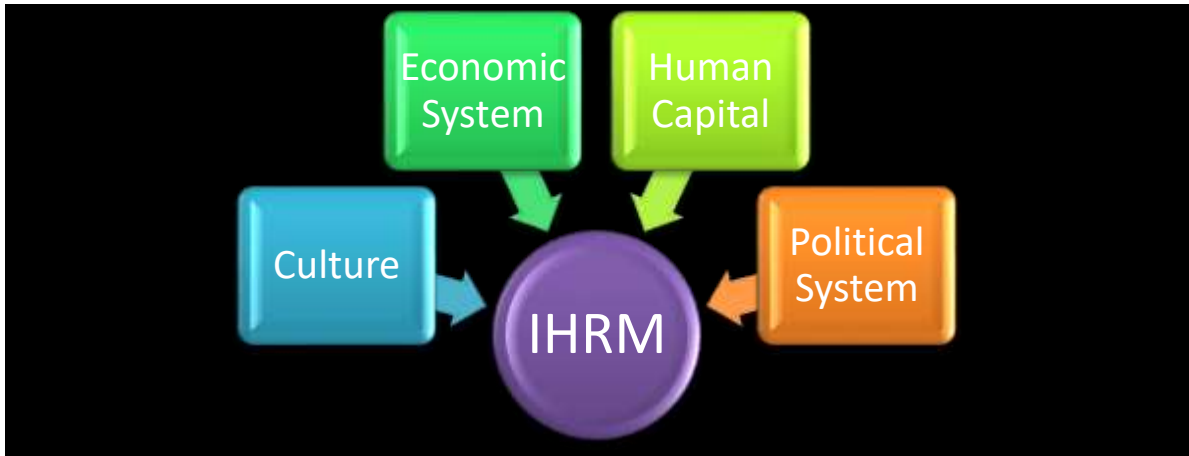


Figure 5 - Challenges of the IHRM

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