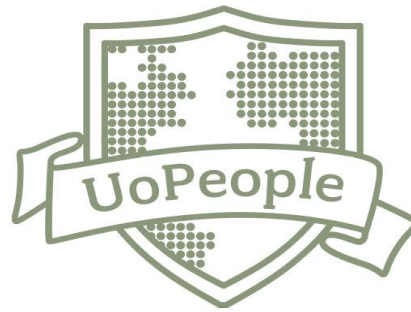


# MULTINATIONAL MANAGEMENT





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# LEARNING JOURNAL

## UNIT 5

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BUS 2207-01 MULTINATIONAL MANAGEMENT - AY2024-T4



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INSTRUCTOR: JAMES PUNCHARD

# Tierra Tech LLC's Wild Nevada Adventure:

## An HR Odyssey

### Introduction

Hold onto your hard hats, folks - I, an intrepid HR specialist, have been tasked with taming the wild frontier that is Tierra Tech's new Nevada manufacturing facility. As a grizzled computer parts veteran with operations spanning the glitz of Silicon Valley and the sandy realms of Sharjah, this California-based multinational is saddling up and heading to the Nevada desert on a cost-cutting quest. This report will blaze a trail through the recommended HR policies, face down an ethical showdown, strategize containment plans, and scout ahead for any European expansion ambushes on the horizon.

### HR Policies: The New Sheriff in Town

“An HR policy is a set of rules designed to organize the management of a company’s human resources. HR policy covers all areas related to human resources: work organization, recruitment, compensation, training, leave, dismissal, etc” (B, 2023). To ensure this Nevada operation doesn't go off the rails quicker than a herd of stampeding cattle, we're laying down some iron-clad HR policies:

*1) Recruitment and Selection:* We're putting out cattle call to rustle up the top local talent. Through a fair, unbiased process prioritizing merit and cultural fit over cow-punching abilities, we aim to build a firecracker team of code-wranglers.

*2) Compensation and Benefits:* These hard-working tech rustlers will be rewarded with competitive compensation packages that'd make a fat cat Wall Street banker blush. From healthcare plans to retirement set asides, we're sparing no expense to keep this crew happy as a pig in... Well, you know.

*3) Training and Development:* We're establishing a robust new hire bootcamp to equip these greenhorns with all the digital cowboy skills this rowdy industry demands. Combined with continuous upskilling for the seasoned ranch hands, we'll ensure our coders are sharper than a Bowie knife's edge.

*4) Performance Management:* Through a transparent evaluation system recognizing outstanding work and offering coaching, we'll cultivate a workplace culture more motivating than a streaking chuckwagon racing across the prairie.

*5) Workplace Safety:* Employee health and safety are the bedrock of this operation. From ironclad protocols to personal protective gear, we're bracing for any deranged mustangs or rattlesnake stampedes that may kick up trouble.

## **The Ethical Showdown: Discrimination Rustlers**

While we've circled the wagons on physical threats, one looming hazard remains - the dastardly specter of workplace discrimination. Whether it's race, gender, age, disability, or obstructive cowboy hat sizes, this outlaw practice can devastate morale, spur legal issues, and leave our reputation more tarnished than a hog-tied bandit.

## Laying the Law: Anti-Discrimination Tactics

“Reflecting the company’s ethical charter, the HR strategy aims to anticipate potential changes that the company may face. HR policy, on the other hand, is the concrete application of the objectives defined by HR strategy. The two are therefore inseparable if we are to put into practice what we have worked on and predefined upstream” (B, 2023). To protect this operation from potential sabotage, we're deploying the cavalry:

- 1) *A comprehensive anti-discrimination policy*, clearly outlining our zero-tolerance stance and punitive measures for violations.
- 2) *Mandatory diversity/sensitivity training* to foster inclusivity and squash cultural ignorance quicker than a herd of ornery long horns.
- 3) *A confidential grievance system* for reporting incidents, protecting employees from retaliation like a sentry in a frontier fort.
- 4) *Diversity requirements at all levels*, ensuring our mix is zestier than a Santa Fe chili cook-off.

## The Grand European Expedition

Should Tierra Tech pursue further expansion into Europe's untamed markets, we'd face obstacles galore:

- 1) *Cultural Clashes*: Navigating etiquette from Britain's prim customs to France's laissez-faire attitudes is trickier than breaking a Mustang. Saddle up for cross-cultural training.
- 2) *Legal Labyrinth*: Compliance with each nation's tangled labor laws and union demands will be tougher than lassoing a raging bull.

*3) Linguistic Barriers:* From translator services to bilingual hires, toppling language barriers may require reinforcements.

*4) Expatriate Handling:* Managing relocated employees and their families takes deftness - one cultural insensitivity and its nuclear meltdown quicker than spitting tobacco at a church social.

## Conclusion

Blazing new trails ain't easy, but Tierra Tech's Nevada expedition is locked and loaded thanks to our survival strategy of robust HR policies, anti-outlaw security measures, and a steadfast frontier spirit. "To be operational, a company's human resources policy must ensure that working conditions are conducive to the development of its various employees and their internal progression, in order to contribute fully to the company's performance" (B, 2023). Whether pushing onwards into Europe's great unknown or just holding the line in the Nevada desert, this outfit of code punchers has what it takes to emerge unscathed and victorious. Now giddy-up, partners - it's time to start this adventure!

### Reference:

B, A. (2023, February 24). All you need to know about HR Policy: Definition and challenges. Boost'rh. <https://www.boostrh.com/en/all-you-need-to-know-about-hr-policy-definition-and-challenges/>

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