

A/ ASSIGNMENT RECAP

You are the HR Director at GM, a multinational company in the power and renewable energy sector. GM wants to create a new global mentoring program to address various HR challenges:

- The challenges include attracting mentors, high employee stress due to COVID, lack of integration with HR functions, focus on HQ employees, and more.
- In your proposal, you need to define the program's purpose, target audience, structure, and benefits, and follow a report format with proper referencing and academic integrity.

Suggested Structure: (Word limit: 2,200)

I. Introduction

II. Body

A. Design

- 1. Purpose**
- 2. Target**
- 3. Program Structure**

B. Attract Participants

- 1. Recruitment and Selection**
- 2. Training**

C. Connect

- 1. Matching**
- 2. Implementation**

III. Conclusion

IV. Reference

B/ KEYWORD EXPLANATIONS

Essential keywords relating to International Human Resources Management:

- 1. International Human Resource Management (IHRM):** The process of managing people in international settings.
- 2. Mentoring:** A relationship where a more experienced individual (mentor) provides guidance and support to a less experienced individual (mentee).

- 3. Global Mentoring Program:** A mentoring program designed for employees in a multinational corporation, considering cross-cultural and international aspects.
- 4. Balanced Scorecard:** A strategic planning and management system used for aligning business activities with the organization's vision and strategy.
- 5. E-mentoring:** A mentoring relationship that is conducted using digital communication tools.
- 6. Cross-Cultural Competency:** The ability to understand, communicate with, and effectively interact with people across cultures.
- 7. Feedback Mechanisms:** Systems or processes used to collect and analyze feedback from program participants for improvement.
- 8. Ethical Implications:** Considerations related to the moral aspects of program decisions and actions.
- 9. Leadership Involvement:** The role and engagement of organizational leaders in supporting and driving a program.
- 10. Host Country Nationals (HCNs):** Employees who are citizens of the country where the multinational corporation operates, but not the corporation's home country.
- 11. Parent Country Nationals (PCNs):** Employees who are citizens of the country where the multinational corporation is headquartered.
- 12. Multinational Corporation (MNC):** A company that operates in multiple countries beyond its home country.
- 13. Cultural Sensitivity:** Awareness and understanding of the cultural differences and similarities within and between groups.
- 14. Hybrid Mentoring:** A combination of e-mentoring and face-to-face mentoring methods.
- 15. Talent Development:** Organizational efforts focused on enhancing the skills and capabilities of employees.