

A/ ASSIGNMENT RECAP

A 15-20-minute group presentation with the requirements to:

- **Analyze HR Practices in a Multinational Company:** Examine and present the human resource management strategies and practices in a multinational enterprise (MNE) you're familiar with;
- **Compare HR Methods in Different Countries:** Highlight the differences at how the company's HR policies differ between its home country and a foreign subsidiary;
- **Evaluate and Suggest Improvements:** Critically assess the current IHRM policies and practices of the MNE then propose recommendations for how these practices can be improved to better meet the company's goals and address any challenges.

Suggested Structure:

Slide 1: Title Slide

Slide 2: Agenda Slide

Slide 3: Introduction to the MNE

Slide 4: Overview of International HRM (IHRM)

Slide 5: Key Factors Influencing MNE Location Choice

Slide 6: MNEs 'Implementation Differences in Different Destinations

Slide 7: Selecting the 2 IHRM functions for further analysis

Slide 8->13: Function 1 Analysis

Slide 14->19: Function 2 Analysis

Slide 20: Conclusion

Slide 21 onwards: Reference

B/ KEYWORD EXPLANATIONS

Essential keywords relating to International Human Resources Management:

- 1. International Human Resource Management (IHRM):** This refers to managing the diverse workforce of a multinational company, considering different cultural, legal, and business environments. For example, IHRM involves hiring and training employees in various countries, each with its own rules and cultures.
- 2. Multinational Enterprise (MNE):** An MNE is a company that operates in multiple countries around the world. Samsung, for example, is an MNE

because it has business operations in countries like the USA, India, and South Korea.

- 3. Expatriates:** Expatriates are employees who are sent by their companies to work in a different country. For instance, an American working for Microsoft in Japan would be considered an expatriate.
- 4. HRM Functions:** These are various activities carried out by the human resources department, like hiring, training, and managing employees. For example, conducting job interviews is a part of the recruitment function.
- 5. Selection Process:** This is the method a company uses to choose the right candidates for a job. A company might use interviews, tests, and background checks to select employees.
- 6. Training and Development:** This refers to programs designed to improve employees' skills and knowledge for their current or future roles. An example is a workshop on digital marketing for the marketing team.
- 7. Performance Management:** This is the ongoing process of evaluating and guiding employee performance to meet the company's objectives. A yearly performance review where employees are given feedback is a part of this process.
- 8. Reward and Compensation:** This includes all the benefits and pay that employees receive for their work. This can be salary, health insurance, or bonuses for good performance.
- 9. Benchmarking:** This means comparing a company's practices and performance with others in the industry to identify areas for improvement. A company might compare its employee turnover rate with its competitors to see if it's doing well in retaining staff.
- 10. Global HR Policies:** These are the rules and guidelines developed by a multinational company to manage its employees in different countries. An example is a global policy on workplace diversity.
- 11. Local vs. Global HRM Practices:** This refers to the comparison between HR methods used in the company's home country and those applied in its foreign subsidiaries. For example, the difference in holiday policies in the USA and Japan for the same company.
- 12. Local Workforce:** The employees who are native to the country where the multinational company operates a subsidiary. For example, Japanese workers employed in a Toyota plant in Japan.
- 13. Cultural Sensitivity in HRM:** This means understanding and respecting the different cultures of employees in a multinational setting. For example, adjusting work policies to respect local holidays and traditions.

14. International HRM Strategy: This is the plan or approach a multinational company uses to manage its workforce across different countries. It might include how to adapt to local laws and cultural differences.