# 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.

# C/ REFERENCES

For your assignment, here's a list of reliable and accessible references:
- Business and News Articles
  - [Harvard Business Review](): Offers articles and case studies on HRM in multinational corporations.
  - [The Economist](): Provides insights into global business trends that can impact IHRM.
  - [Forbes]() and [Bloomberg](): These platforms often feature articles on leading multinational companies and their HR practices.

- Industry Reports and Market Analyses
  - [Statista]() and [IBISWorld](): These databases offer industry reports and statistics, which can be useful for understanding the market environment and trends in HRM.
  - [Gartner]() and [McKinsey & Company](): Known for their in-depth reports and analyses on various business practices, including HRM.
- Company Websites and Annual Reports
  - Visit the official websites of multinational companies of interest. They often provide information about their HR practices, corporate culture, and global operations.
  - Annual reports of these companies can offer insights into their HR strategies and performance.
- Social Media and Professional Networks
  - [LinkedIn](): Useful for connecting with HR professionals and joining IHRM groups for discussions and networking.
  - [Twitter](): Follow HR thought leaders and organizations for the latest trends and insights.
- Company Data - Samsung case
  - [Samsung]()
  - [Forbes - World's Best Employers]()
  - [Mobile network subscriptions worldwide 2028 | Statista]()
  - [Statcounter Global Stats]()
  - [Samsung Newsroom]()

- Toward an Integrative Model of Strategic International Human Resource Management
- [ANALYSIS] Heavy cost-cutting to hurt Samsung's competitiveness - The Korea Times
- Taking a skills-based approach to building the future workforce | McKinsey
- The impact of cultural values on the acceptance and effectiveness of human resource management policies and practices
- The transfer of human resource practices from American and European multinational companies to their Lebanese subsidiaries: A study of the host-country effects and of the standardization- adaptation dilemma
- Full article: Does External Monitoring Substitute for or Complement Internal Monitoring by Corporate Board?–Evidence From Korean State-owned Enterprises
- Organizational culture, leaders' vision of talent, and HR functions on career changers' commitment: the moderating effect of training in South Korea - Park - 2019
- To invest or not to invest: strategic decision making toward investing in training and development in Korean manufacturing firms
- Intercultural Human Resource Management: South Korea And The United States | International Journal of Management & Information Systems (IJMIS)
- Merit‑based Rewards, Job Satisfaction and Voluntary Turnover: Moderating Effects of Employee Demographic Characteristics - Froese - 2019 - British Journal of Management - Wiley Online Library
- The Dynamics and Spillovers of Management Interventions: Evidence from the Training within Industry Program | Journal of Political Economy
- Leader humility and team creativity: The role of team information sharing, psychological safety, and power distance.
- State-Level Culture and Workplace Diversity Policies: Evidence from US Firms | SpringerLink
- Fragmentation and inefficiencies in US equity markets: Evidence from the Dow 30 | PLOS ONE
- Job Creation and Local Economic Development
- Recruitment and Selection: Hiring the Right Person
- What is training and development? | IBM.
- What is performance management? – HR Intervals.

- CONCEPT OF REWARD MANAGEMENT, REWARD SYSTEM AND CORPORATE EFFICIENCY
- Management control in multinational companies: a systematic literature review | Review of Managerial Science
- Cultural distance, expatriate staffing and subsidiary performance: The case of US subsidiaries of multinational corporations
- Apple Secretly Uses These 3 Interview Tests to Easily Separate Candidates | Inc.com
- (PDF) Focus Group Interviews in Education and Psychology | S. Vaughn - Academia.edu