



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

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Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA202 - HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 5 - PERFORMANCE EVALUATION AND CONTROL PROCESS

Topic 5: International HRM



INTERNATIONAL HRM

International Human Resource Management (IHRM) is the term used for organisations that manage their human resources activities at an **international** level.

- ◀ Essentially, IHRM concerns the **global** understanding or management of HR activities within an organisation.

DEFINITION:

- ◀ IHRM can be defined as a set of activities aimed managing organisational human resources at international level to achieve organisational objectives and achieve competitive advantage over competitors at national & international level.



INTERNATIONAL HRM - CHARACTERISTICS

More HR activities

Need for a broader perspective

- ▶ More involvement in employee personal lives
- ▶ Changes in emphasis as the workforce mix of expatriates and locals vary
- ▶ Risk exposure
- ▶ More external influences

Importance of IHRM

Sustain high productivity

Firm's financial position

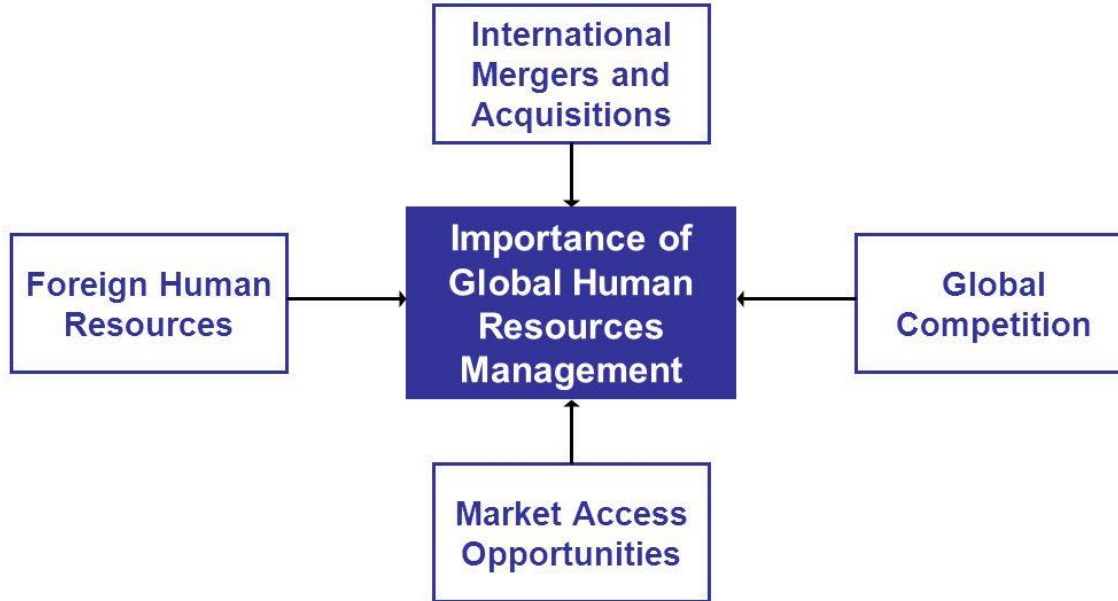


Competitive advantage

Value creation



Increasing Importance of Global Human Resources Understanding





FUNCTIONS OF IHRM

RECRUITMENT

SELECTION

EXPATRIATES

PERFORMANCE APPRAISAL

TRAINING AND DEVELOPMENT

COMPENSATION

WOMEN IN INTERNATIONAL BUSINESS

DUAL CAREER GROUPS

INTERNATIONAL INDUSTRIAL RELATIONS

TRADE UNIONS

PARTICIPATIVE MANAGEMENT

- **Parent Country National or Home Country National**– Permanent resident of the country where the firm is headquartered.
- **Host Country National** – Permanent resident of the country where the operations of the company are located.
- **Third Country National** – Permanent Resident of a country other than the parent country and the host country.



Types of Employees

Model of IHRM





Issues in IHRM

- Deployment in getting right skills to right place in organization regardless of geographic location
- Knowledge & innovation dissemination & transfer where all business units concurrently receive & provide information
- Talent identification & development of those employees with abilities & skills to function effectively in global organization
- Managing International Assignment
- Employee and family adjustment
- Selecting the right person for a foreign assignment
- Culture differences
- language and communication
- Worldwide environment variation

IHRM Chapter 1



IHRM & DOMESTIC HRM

IHRM

- Address a broad range of HRM activities
- HR issues relate to employees belonging to more than one nationality
- Greater involvement of HR manager in the personal life of employees
- Greater exposure to risks in International assignments
- Has to manage several external factors such as government regulations of foreign country

Domestic HRM

- Address a narrow range of HRM activities
- HR issues relate to employees belonging to single nationality
- Limited involvement of HR manager in the personal life of employees
- Limited risks in domestic assignments
- Limited external factors to deal with.



RECAP

QUESTIONS???

THANK YOU