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Management **INTRODUCTION**

**INTO HUMAN RESOURCES**

**MANAGEMENT - LECTURE 01**

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*What is International Human  
Resource Management all about?*

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**International Human Resource  
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~~Resource Management: Professor~~

~~Samantha Warren CTS-UH~~

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dealing with CEO's** English for  
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HUMAN RESOURCE MANAGEMENT

PART 1 *International Human*

*Resource Management Concepts I*

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~~The Expatriates Global Human  
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Resource Management

management (IHRM) is the process of procuring, allocating, and effectively utilizing human resources in a multinational corporation. If the MNC is simply exporting its products, with only a few small offices in foreign locations, then the task of the

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Resource Management is relatively simple.

~~International Human Resource Management: Meaning, Need ...~~  
Actually, it is not easy to provide a precise definition of international human resource

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Resource Management (IHRM) because the responsibility of an HR manager in a multinational corporation (MNC) varies from one firm to another. Generally speaking, IHRM is the effective utilization of human resources in a corporation in an international environment.

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IHRIM educational programs enable you to enhance your professional skills, network with peers and share strategies for managing the ever-changing HR

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environment.

~~—International Association for  
Human Resources ...~~

International Human Resource  
Management (IHRM) Boxall, P.  
(1992) defined International



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Resource Management  
(IHRM) as 'concerned with the human resource problems of multinational firms in foreign subsidiaries (such as expatriate management) or more broadly, with the unfolding HRM issues that are associated with the

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Resource Management  
various stages of the  
internationalisation process.

~~Definition of International Human  
Resource Management (IHRM)~~  
International Human Resource  
Management (IHRM) The purpose  
of international human resource

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management is to get the competitive advantage by hiring and improving the skills, efficiency, and productivity through the process of procuring, allocating, assigning, providing training & development, performance appraisal,

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Resource Management  
compensating for the effective  
utilization of human resources in  
the global environment.

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Management(IHRM ...~~

Objectives of HRM Objectives of  
HRM Organizations have two

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general human resource objectives. The first is the recruitment and retention of a workforce made up of the best people available for the jobs to be done. The recruiter in international operations will need to keep in mind both cross-

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cultural and cross-national differences in productivity and expectations when selecting employees. Once ...

~~Chapter 9 International Human Resource management.ppt ...~~

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Manager designs, plans, and implements international human resources programs and policies, including staffing, compensation, benefits, visa/green card processing, employee relations, training, and health and safety programs. May be responsible for

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administration of expatriate or  
immigration programs.

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Management goes a long way in  
separating myth and



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misinformation from research-

based fact. It fills some of the field's silence with perceptive dialogue. It is a book well worth reading. Foreword ix

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~~SHRM - The Voice of All Things~~

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HRM professional.

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Saxion~~

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defined as a set of activities  
targeting human resource  
management at the international  
level. It strives to meet  
organizational objectives and  
achieve competitive advantage  
over competitors at national and  
international level.

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management studies that

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Management, International ...~~

Anne-Wil Harzing is Professor of International Management at Middlesex University, London and visiting Professor of International Management at Tilburg University, the Netherlands. Anne-

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Wil's research interests include IHRM, HQ-subsubsidiary relationships, transfer of HRM practices, the role of language in international business, the international research process, and the quality and impact of academic research.



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