Human Resource Management in an International Context

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In International human resource management, there are five functional areas that include recruitment and selection, development and training, performance evaluation, remuneration and labor relations. In the first function of IHRM, Recruitment and selection, company employs new qualified candidates for international operations. Selection requires choosing from this pool the candidate whose qualifications most closely match the job requirements. Staffing is a complex function of international human resource management. In an global firms, the managing and staffing approach strongly affects the t GROUP ACTIVITY Find the Best International Human Resource Management Practices Project in the special issue of the Human Resource Management journal mentioned above. What are some of the methodological problems involved in such large-scale regional surveys? Kerr et al. firmly 52 â— Human Resource Management in an International Context supported the argument that business practices around the world would converge towards the most efficient, namely the US model, as technology imposes similar structures and work organization (Holden 2001). As a â€œmonotheticâ€™ social science approach (Brewster 2001, p. 256) the convergence approach looks for similarities in business, and for our purposes, in HRM, applications in different countries.