

Sample Essay on Human Resource Management Practices

Similarities between the Domestic and International HRM

Human Resource Management, in different kinds of organizations plays a very crucial role (Sims, 2007). As a matter of fact, it is the center of corporate strategy. This is attributed to the fact it helps companies make performance improvements and form sustainable competitive advantages. What is more, it helps organizations have guiding role, especially with enterprise management.

General HRM is a term used to refer to activities undertaken by organizations for purposes of proper utilization of human resources. As such, international and domestic HRM have some similarities in how they function. This means all basic functions of these two are the same, regardless of whether they are definite in one country or in several. Such functions include utilization, motivation, procurement and allocation. What is more, both the domestic and international HRM have some major functions and activities in HR recruitment, performance management, training, industrial relations, development and compensation.

Another similarity is related to environmental forces, which greatly influence functions of HRM. Some of the external constraints include legal, economic, cultural and political. The impact these have on the manner in which HR functions are carried out in both the global and domestic environment (Sims, 2007).

What is more, both the international and domestic HRM have the same objectives. One of these objectives is that of making sure the organization has maximum satisfaction in as far as the demands for human resource are concerned. Another major objective is making sure

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Jane Henry



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Human Resource Management Ugc Jrf-slet Net Gurpreet Randhawa,2006 This book on human resource management is a modest attempt to help the students preparing for various competitive examinations like UGC NET SLET College Cadre Lecturers etc The book seeks to provide a comprehensive view on the above said subjects It contains the objective type questions having multiple choices The right answers to these questions are given in the form of a asterisk mark in the end of questions

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the key problem faced by Bonds is workplace restructuring and downsizing via outsourcing of production personnel It will also address human resource HR perceived problems underpinned at corporate policy and actual functional level A time frame will be allocated to achieve policy and human resource goals within the company s environment The key proposition intended for this paper is workplace restructuring and downsizing will radically alter human resources practices and employment methods producing a leaner and meaner HRM function **Resources in Women's Educational Equity** ,1979

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