

EXAM REVIEW

Only 1 Section: 50% of total subject mark (hurdle requirement)

Section A: SIX (6) Essay questions - Required to answer FOUR (4)

- 25 marks each
- All questions are scenario based where you are in the decision making position - can use first person if need be

1. Identify HR key issues and strategic issue
2. What are your OPTIONS
3. EVALUATION
4. MAKE A DECISION

*Also include an INTRO and CONCLUSION in response

*Define all terms that are used and make sure you APPLY these terms (don't just list them)

Intro

1. Define any terms
2. Stating problems
3. The HR issue
4. LME/CME
5. Who is involved, how and what position

SECTIONS COVERED IN THE EXAM

1. Globalisation and HRM
2. Cultural context of global HRM
3. Institutional context of global HRM
4. Organisational context of global HRM
5. Transfer of HRM across boundaries
6. HRM in international joint ventures, mergers and acquisitions, and collaborative alliances
7. Global Staffing
8. Global HR development
9. Global performance management + compensation
10. International mobility and global careers
11. International employee representation and CSR

Globalisation and HRM

- HRM involves planning for and reviewing the full range of HR activities within an organisation
- HR staff develop the policies and procedures to manage and guide the employment relationship

Globalisation: the dynamic interconnectedness that are taking place across a range of contexts - acts as an enabling factor for firms to go abroad

Political + legal impact	<ul style="list-style-type: none"> • The level of democracy, economic liberalisation and privatization - how easily you can do business • Legislation on workforce
Economic impact	<ul style="list-style-type: none"> • Changes in market • Migration trends
Technology impact	<ul style="list-style-type: none"> • Advances in technology • Many HR activities rely on technology
Sociocultural impact	<ul style="list-style-type: none"> • A global convergence of culture (to an extent) • Global HRM must consider societal differences

Global HRM

- HR related responses to globalisation of business
- Distinct set of activities, functions and processes within a global company
- Aggregate of various HRM systems in a global company

Cross Cultural Issues

Communication and Trust	<ul style="list-style-type: none"> • Gestures, facial expressions, behaviour and words can have different meanings and connotations • Trust is born from cultural shared moral values and behavioural expectations
Ethics	<ul style="list-style-type: none"> • Differences in morality and standards of behaviour • Adherence to legal system
Management style and equal opportunity	<ul style="list-style-type: none"> • Effective managers do not use one style of leadership but, adjust their style to suit each situation • EE laws are the product of society's social values

IHRM challenges to explore

1. Performance appraisal
2. Training and development
3. Remuneration
4. Industrial relations