

Hr department challenges

Business, Human Resources



What challenges do HR departments face in realigning their international strategic planning models when such growth occurs?

When organizations experience growth and expand itself into the international market, HR has to factor in the change in cultural and environmental environment. Foreign markets and foreign operation meant a different environment compared to the former homogenous characteristic of the domestic market. Such, when HR departments realigned their strategic planning in the international context, it has to consider the diversity not only of the market but also of the attendant cultural and environmental change.

How does the HR department factor in cultural and environmental challenges?

The best way to factor in cultural and environmental challenges in strategic planning is to study them and determine what the organization lacks for it to adapt to these challenges. Studying cultural and environmental challenges can be done in several ways. First, there is a cultural model for managers called the Hofstede cultural scale (Hofstede nd) that could differentiate one's culture to the other. It would help hasten the learning curve of the organization in adapting to a new environment. It would also help if HR would make its workforce as diversified as possible when it comes to the ethnicity and background of its workforce so that it would have a wider cultural and environmental perspective that would put the organization in the best position to meet the challenges of internationalization. Having an

organization that is well assimilated to the global cultural and environmental translates to a better chance in adapting to the eccentricities of the market it intends to operate in.