

Institute for human resource management assignment



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Owing to the fact that natural disasters and the number of civil conflicts are rising, working on behalf of humanitarian aid has become a common trend and the number of humanitarian agencies, both United Nations bodies (JINN) and Nags, have increased significantly in the last two decades (Ozarks, Freedman, Untruthful, Connors, 2013). Being an expatriate in high risk professions can be very difficult and stressful causing not only physical and mental health problems but also an increase in risk-taking behavior (Deadlier, Terror, April, Ibis & Layout , 2009).

Therefore Humanitarian aid in general and Human Resource Management practices in those organizations are of high importance and essential in order to save lives, alleviate suffering and to protect human dignity. The following research questions were formulated based on the problem statement outlined in the previous section: What are the effects of working in high risk professions or in risky nations? How should Human Resource Management concerning Recruiting and Staffing criteria Training and Development Performance Management be designed in order to reduce the risk involved?

Based on the literature review this article elaborates how Human Resource Management can reduce the risk involved in such an assignment.

Furthermore, the challenges and risks that such an expatriation contains are analyzed in detail, starting from mental and physical health problems ending with risk taking behavior. Also, possible solutions on how to successfully overcome those challenges will be formulated based on interviews with experts of the theoretical as well as the practical field. 4. Methodology This research paper is based on a scientific literature review of already existing data like specialized books, journals and online material.

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