

Global hrm (bus 303)

Business



Global HRM Introduction This paper is aimed to provide the impact of global human resource management on human resource planning along with the implications of Hofstede's model, Trompnaars' model and the GLOBE model on HRM in the context of cross cultural dimensions.

Global HRM and HR Planning

In the contemporary world of globalization, every aspect of organizational life has become transnational on the basis of the face of HRM has been transformed to a culturally diverse form (Youssef). International business and outsourcing has affected the HRM to be congealed in becoming an international issue for organization. This impacts the HR planning in the domain of cultural diversity and cross cultural dimensions because the workforce in today's world is highly consist of culturally diverse employees (Brewster and Harris).

Hofstede's Model

The implications of HRM in the context of Hofstede's model of cultural dimensions become vast in the domain of humanistic and cultural diversity. The HRM managers are required to have knowledge regarding to every culture which exist in the workforce of organization including individualism and collectivism, power distance, orientation and gender dominance (Brewster and Harris).

Trompenaars' Model

In Trompenaars' model, several differences are illuminated in order to create a balance in the workforce which is the responsibility of HRM (Youssef). These differences include universalism and particularism, individualism and collectivism, specific and diffused, and inner directed and outer directed which varies from culture to culture. HRM managers in the international
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context must acknowledge these differences on certain circumstances in concordance with the culturally diverse workforce (Brewster and Harris).

The GLOBE Model

The GLOBE model proposes several cultural aspects which must be understood by international HRM managers and HR planning. These aspects include diversity in humane orientation, assertiveness, avoidance of uncertainty and performance orientation (Brewster and Harris).

Conclusion

International HRM is the contemporary issue which mainly deals with the cultural aspects because of the incorporation of cross cultural workforce. Cultural studies and models must be implied by each HRM manager in conformity with the culture of its workforce by which the deliverance of successful HRM can be assured.

Works Cited

Brewster, Chris and Hilary Harris. International HRM. New York: Routledge, 2012. Print.

Youssef, C. Human resource management. San Diego: Bridgepoint Education, 2012. Print.