

# Term project outline research proposal

Business, Company



## **The Impact of Cultural Environment on Human Resource Planning in the Global Work Environment.**

In the recent ever changing business conditions, in the world, it would be prudent for firms to adopt a new transformational system of human resource planning. This will be in pursuit to serve firms from a global perspective taking considerations for the business success of the firm. This research will therefore, seek to find out the influence of the cultural environment to human resource planning of a particular firm. This shall involve studying the planning which incorporates the global working environment. This will also involve the global staffing that is undertaken by human resource managers. Global human resource planning involves managers who have a broad experience in dealing with the worldwide business situations. The study shall further evaluate how human resource managers deal with cultural environment, which varies, along various countries. The study will also facilitate the application of concepts learnt in the course in carrying out a successful research.

In getting to understand how the cultural environment affects the human resource. The study shall first examine the cultural subsystem to find out how human capabilities are considered to affect the firm with regards to different work environments. The study shall also research political and economic system adopted in different working environments and analyze how they influence decisions on human resource planning (Budhwar & Katou, 2005). It is also important to know how the cultural differences in various working environment influence people's ability to adopt new technology in their businesses. This might have an effect on the overall

human resource planning. Working environments with extreme usage of technology can be in a better position to make more effective human resource decisions. Past studies reveal that it is quite impossible for human resource managers to uphold close-minded views when dealing with a range of different cultures in various working environment. Knowledge of the influences of these cultural environments on the firm is significant in ensuring the survival of the firm especially in today's business environment (Laurent, 1986). In making planning decisions, it is important for human resource managers to consider the concept of cultural diversity as a way of achieving organizational cohesion. This would involve staffing that incorporates people from different originations. This would be prudent in ensuring that the firm utilizes any strengths and opportunities that may be accompanied by various cultural affiliations of different people. It is believed that the dominant values of people are embedded in the institutions that have been established by these people (Hofstede, 2000). This can be seen to affect an organization in different ways depending on people's capabilities. A firm wooing the international markets must thus be embracing cultural diversity to enhance its organizational success. This is also important for companies in ensuring that they maintain a good brand of their work force which is a standard of high ethics for the firm. In conclusion, human resource managers carrying on strategic planning from the global standpoint are expected to have relatively higher knowledge on the influence of the cultural environment to the business. Having acquired knowledge on the cultural environment's influences on the company, they would act as links for investors and the business environment or countries. This would be guided

by their opinions or how they view the countries are endowment with excellent cultural values that can steer up businesses. Thus in making planning decisions by the human resource managers especially for international firms, it is wise for them to adopt a system that caters for considerations about the cultural environments manifested by different people.

## **References**

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- Hofstede, G. (2000). Culture's consequences: comparing values, behaviors, institutions, and Organizations across nations. 2nd ed. Thousand Oaks: Sage Publications.
- Laurent, A. (1986). The cross-cultural diversity of western conceptions of management. International Studies of Management and Organizations, 13, 75-96.