

Human resource practices in the u.k and france article review example

[Business](#), [Company](#)



Question 1

Employee training is an essential strategy used by management in developing the skills and improving the performance of employees. The importance of the article was to establish the effects of comparative training in the United Kingdom and France. This was entitled to establish the significance of employees having training when they are working. It also compared the training offered to both countries and which one could be best applied in business organizations (Rowley, 2008). The article was also aimed at the employee development and how best this factor can be applied to different business organizations in the world. It also exhaustively explored the business organizations in both the UK and France to establish how employee development was being carried. The other thing that the article explored was the impacts of human resource management in both countries. However, the article also tries to compare and contrast the human resource management terms employed in the two countries. The other factor that the article sought to establish was the impact of the institutional structures and the educational system on the business. This was done by comparing the education system of both the UK and France.

The methods used in the research established by the article were a comparative analysis of French and UK companies and business organizations. The researchers would exclusively take business organizations from both countries and compare them on the factors discussed above. This would help in drawing to the conclusion on how to apply the business practices that would lead to profit maximization in a company (Brewster, 2012). The results of employee development which include using a specified

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annual pay roll to training of employees meant a considerable decline in profits in business organizations. This was mandatory as stated by the laws of the French government that a company with more than 10 employees should set aside a certain percentage of their profits to training annually. It has been established that compulsory training has been of a positive effect on the business growth though many companies view it as a burden.

Question 2

The implication of the result is that there is a raising demand of the managerial occupation. This is because of the intense training employees receive at their respective companies. Another resulting factor is that employment opportunities will demand an intense academic qualification. This is because most companies would want to achieve the international standards of training and be able to penetrate the global markets. This will finally result to the companies registering a significant increase of their profits. However, the research in the article does not apply to starting up business enterprises. This is because the small businesses cannot afford to employ more than ten employees which are a requirement to the compulsory training by the government.

On the other hand according to my own views the research in the article was not effective. This is because the UK and France use different education system. This would have led to comprise in the research as either of the countries trying to proof they have the best education system. Researches indicate that there are people who have the capability of running a business without them having to go any training (Martocchio, 2009). The competition

to the global market would close out these individuals due lack of training. In most developing countries, the tactic may not work because at times most business people make profits just to support and maintain their families. This means that people are not interested in making training in order for them to make money. Though the practices upgrade the professionalism of country it should not be made mandatory. In order to better the businesses nationally and internationally, employee development should be left to the willing.

Question 3

References

Martocchio, J. J., & Liao, H. (2009). Research in personnel and human resources management: Volume 28. Bingley, UK: Emerald Jai

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