

Transactional organization as a human resource management component

[Business](#), [Human Resources](#)



The paper "Transactional Organization as a Human Resource Management Component" is a delightful example of an essay on human resources. Founded in 1967 and headquartered in Paris in France, Capgemini is the largest IT software and service group in Europe. The organization has occupied all available means that include organic growth, acquisitions, and partnerships to become leading computer services and consulting in Europe and the top five IT management and services management in the world. Capgemini has decentralized his operations and with an internal strategy of many branches across Europe. Its subsidiaries upon attaining 150 personnel, the particular is split into two. It has developed pooling systems for information that ensures that developed innovations solutions in one nation or business are quickly disseminated to other nations or enterprises. The paper discusses the transactional organization as a human resource management component. Capgemini and Transnational Organization Capgemini's major challenge is the fast-growing transnational human resource component. From its operations, and nature of the business, Capgemini meets the criteria of being a multinational. The commercial enterprise operates considerable facilities and performs its business in multiple countries. The primary strategy is to explore different global markets, design responsive organizational structures and establish activities for value-addition for the exploitation of national similarities and differences. Transnational Human Resource and Human Resource Management One of the potential motives for transferring human resources is due to organizational politics such as to acquire legitimacy and advance personal interests. In transnational human resource management focuses not on

where to source workforce but what advantages do these workforces give and plan for efficient operations. Human resource management enables multinational organizations to reduce the turnover of employees, increase productivity and eventually raise financial performance. HR practices attempt carefully to integrate both global and local practices in transformational businesses. The transnational organization works under three levels. It works to change formal structure and responsibilities, interpersonal relations and process and personal attitudes and mentalities. Transnational human resource management entails the management of employees in the parent country, the host country, and other countries. In a transactional organization, the critical role is the achievement of the balance between control need and coordination of international support and the need to acclimatize to homegrown environs. It is the responsibility of the international HRM department to overwhelmed multi-cultural differences to run the local subsidiary. Transnational organization's HR acknowledges diversity in cultures and brings all cultural aspects to bring all of them together and creates a super-organizational culture that encompasses the best cultures' universal acceptance. Under the employee at will, the doctrine allows every party to terminate the employment for any reason. Therefore, the employee has the right and freedom to move freely from their employer. Unless the employer had a restrictive contract, the employee is legally allowed to move from their employment freely. However, employers pirating employees from the competitor should not be allowed. Pirating At-will employees is unlawful according to the law. Pirating employees leads to a reduced reputation for both the company and the employee. An easily

poached employee may be disadvantageous, and human resource managers may have negativity and perceive the person as a person who may quit the job anytime. Internet and web growth put pressure on traditional intellectual property protections such as patents or copyright. A lot of information is uploaded and shared daily on the web thus making them easily copied. Employee pirating has changed the way employers view Internet Protocol (IP) addresses. Employers are in constant fear of their employees who leave their organizations in the event they possess their website details such as IP. A departed employee becomes a major threat since he/she may share the most crucial information of the previous organization. The perception of an employee in regards to IP has also changed due to the invention of the Internet. Employees who have background information on information technology can deliberately interfere with previous details if the mistreatment caused their leave. Conclusion International human resource management acts as a link to then human resource management with the affiliate organizations and creates organizational strategies that help the company achieve a justifiable competitive advantage. The high competition in the market and seek relevance in the market made it a norm for businesses to lure talented workforce from the rival organizations. Pirating employees from the rival company may help the HRM managers to acquire the best skilled and experienced personnel. However, the process may turn disadvantageous in the long-run, and the result is the loss of respect from the competitor. The best way to do it is by keeping it ethical and developing a recruitment policy. Internet and World Wide Web have made the global market to resemble a global village. Every country has its own legalities

regarding Internet and web use. The perception of legal systems and culture has changed, therefore, as a result. Employees within the organization are now able to communicate with the human resource department freely and air their grievances easily and quickly. HR managers can then react promptly to the challenging issues due to fastened communication.