

# International human resource managementp

[Literature](#), [Russian Literature](#)



A greater degree of involvement in employees' personal lives is necessary for the selection, training and effective management of both PCN and TCN employees. In the international HR department must be much more involved in order to provide the level of support required and will need to know more about the employee's personal life. The HR department or HR professional needs to ensure that the expatriate employee understands housing arrangements, healthcare, and all aspects of the compensation package provided for the assignment(cost-of- living allowances, premiums, taxes and so on). , Discuss at least two of the variables that moderate differences between domestic and international HR practices. Attitudes of senior management to international operations. It is likely that if senior management does not have a strong international orientation, the importance of international operations may be underemphasized in terms of corporate goals and objectives. In such situations, managers may tend to focus on domestic issues and minimize differences between international and domestic environments. The cultural environmentThe cultural environment is an important variable that moderates differences between domestic and international HRM. The new environment requires many adjustments in a relatively short period of time, challenging people's frames of reference to such an extent that sense of self, especially in terms of nationality, comes into question. People, in effect, experience a shock reaction to new cultural experiences that cause psychological disorientation because they misunderstand or do not recognize important cues.