

Comparative Human Resource Management: A Guide to Global HRM Practices

Human resource management (HRM) is a critical function in any organization, but it becomes even more complex in a global context. Comparative Human Resource Management: A Guide to Global HRM Practices provides a comprehensive overview of the theory and practice of HRM in a globalized economy.



Comparative Human Resource Management: Contextual Insights from an International Research Collaboration

by William McDonough

★★★★☆ 4.5 out of 5

Language : English
File size : 1092 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 199 pages



The book begins by defining the concept of comparative HRM and explaining why it is important for organizations to understand the different HRM practices used around the world. It then provides a detailed overview of the major HRM functions, such as recruitment and selection, performance management, and compensation and benefits.

The book also discusses the challenges and opportunities of managing human resources in a global context. These challenges include cultural differences, language barriers, and legal and regulatory compliance. The book also provides practical advice for organizations on how to overcome these challenges and create a global HRM strategy that is effective and sustainable.

Comparative Human Resource Management: A Guide to Global HRM Practices is an essential resource for any HR professional who works in a global context. The book provides a comprehensive overview of the theory and practice of HRM in a globalized economy, and it offers practical advice for organizations on how to overcome the challenges and create a global HRM strategy that is effective and sustainable.

Benefits of Comparative Human Resource Management

There are many benefits to comparative human resource management, including:

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- **Improved decision-making:** By understanding the different HRM practices used around the world, organizations can make better decisions about how to manage their human resources.
- **Increased competitiveness:** Organizations that are able to effectively manage their human resources in a global context will be more competitive in the global marketplace.

- **Reduced risk:** By understanding the legal and regulatory requirements for HRM in different countries, organizations can reduce their risk of non-compliance.
- **Enhanced employee engagement:** By creating a global HRM strategy that is aligned with the needs of the workforce, organizations can improve employee engagement and retention.
- **Improved reputation:** Organizations that are known for their commitment to global HRM practices will have a better reputation among potential employees, customers, and investors.

Who Should Read Comparative Human Resource Management?

Comparative Human Resource Management: A Guide to Global HRM Practices is a valuable resource for any HR professional who works in a global context. The book is also beneficial for students of HRM, international business, and human capital management.

About the Author

Dr. Mary Smith is a professor of human resource management at the University of California, Berkeley. She is a leading expert in comparative HRM, and she has published numerous articles and books on the topic.

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