

## Chapter 24

# An Insight Into Global Perspectives on Human Resources Management Practices for Immigrants and Refugees

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### ABSTRACT

*According to new data obtained from the United Nations, the number of international immigrants have reached to the number of 244 million in 2015. Nearly 4 out of 100 people in the world live in foreign countries instead of living in countries where they were born. Among these people, 10 per cent are refugees. These 20 million people have been forced to live abroad depending on political and other reasons. All these people try to have a life standard worthy of human dignity. At this point, human resources management practices of host countries should provide “decent work” which is firstly introduced by International Labour Organization as a concept. In this chapter, while adapting immigrants and refugees to the business life of host countries, it has been searched which human resources management practices are used by companies and how. Among these practices it has been remarked that, practices like human resources planning, personnel recruitment and selection, training and development of employees, career management and planning, performance appraisal, compensation, job security and worker safety issues gain importance.*

### INTRODUCTION

Nowadays, a special topic has gained more importance on the global agenda. Disappearing the political boundaries of countries by the help of globalization, people who are not satisfied with the overall conditions of the countries they were born, seek opportunities to move another country where they believe they will have higher life standards. So in the last years, migration and refugeeism take place more than ever.

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To prove the idea, talking with numbers will provide evidence. According to United Nations, in the last 15 years, the number of existing migrants including refugees has been increased 41 per cent. From a global perspective, among the host countries, the biggest number of international migrants accommodate in the United States of America, with the population of 47 million. Following the United States of America, Germany and Russia host 12 million of international migrants each. Following these three largest host countries around the globe, Saudi Arabia, the United Kingdom of Great Britain, Northern Ireland and the United Arab Emirates has the biggest immigrants residing in their country. These countries stated above generate 67 per cent of all international migrants (United Nations, 2015).

Adapting immigrants and refugees to a new country is not a simple problem to solve. The issue has different roots and each root has to be treated with special care. Social, economic, legal and work-related environment and factors differ from the origin countries of migrants and the host countries. The aim of this chapter is to analyze one of the most significant work related factors which is human resources management. In this chapter, the human resources practices for immigrants and refugees will be explored and explained.

Starting with the identification of immigration and refugeeism conceptually, the human resources practices of human resources planning, personnel recruitment and selection, training and development of employees, career management and planning, performance appraisal, compensation, job security and worker safety issues will be explored and discussed from a global perspective.

## **EVALUATING THE CONCEPT OF MIGRATION**

Migration can be defined as, people's moving from the place in which they have been living to a place in which they intend to live and reside (Hanlon and Vicino, 2014; Manning, 2005). Migration may occur both between places inside a country or between places in the country of origin and the host country (Karpestam and Andersson, 2013). Internal migration can be noted as, moving from one place to another in the same country, occurring between cities or districts, while international migration refers to moving from one country to another (Boyle, Halfacree and Robinson, 1998).

In this section, among the special subtitles of migration, firstly the concept of immigration will be defined. A special concern will be concentrated on one of the particular types of migration which is refugeeism. After a brief definition of refugeeism, the reasons pushing to be a refugee will be discussed.

## **IMMIGRATION AND REFUGEEISM**

While migration is the broader concept, the types of migration, such as immigration and refugeeism are pointing out related but different aspects. To understand the important points of each concepts, below immigration and refugeeism will be defined and discussed.

### **Identifying Immigration Conceptually**

The concept of immigration refers to people's international movement from their country of origin to a country other than they were born in or they hold citizenship via other sources (Hatton, 2016; Markaki

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