

Chapter 4

A Comparative Analysis of Domestic vs. International Human Resources Management (HRM)

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ABSTRACT

The importance of understanding and effectively managing human resource management (HRM) practices in both domestic and international contexts cannot be overstated. As organizations expand their operations globally, they face unique challenges and opportunities related to HRM strategies, policies, and practices. This study aims to provide a comparative analysis of domestic and international HRM, examining the significance of these two contexts and shedding light on the similarities and differences between them. The research methodology employed in this study combines a thorough literature review and in-depth case study analysis. The findings of this research will contribute to the HRM literature by providing a comparative perspective on domestic and international HRM practices. The insights gained will assist organizations operating in both domestic and international markets in understanding the intricacies and complexities of managing human resources across different settings.

INTRODUCTION

In today's increasingly globalized business environment, organizations face the challenge of effectively managing human resources across diverse domestic and international contexts. Domestic Human Resource Management (HRM) practices refer to HRM strategies, policies, and practices implemented within a single country, while international HRM involves managing HRM practices across multiple countries or regions. The importance of understanding and addressing the unique demands and complexities of both domestic and international HRM cannot be overstated. As organizations expand their operations

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globally, they encounter diverse cultural, legal, and economic environments that significantly impact HRM practices. Therefore, it is crucial to explore and compare the similarities and differences between domestic and international HRM to develop effective strategies for managing human resources in a globalized world (Farndale et al., 2023).

The primary objective of this study is to conduct a comparative analysis of domestic and international HRM practices. The research aims to examine the similarities, differences, challenges, and opportunities that exist in managing human resources within these two contexts. The study seeks to address the following research questions:

What are the key characteristics and components of domestic HRM practices?

What are the key characteristics and components of international HRM practices?

What are the similarities and differences between domestic and international HRM practices?

What challenges and opportunities arise when transitioning between domestic and international HRM practices?

To accomplish the research objectives and answer the research questions, this study will employ a combination of literature review and case study analysis. The literature review will provide a comprehensive understanding of the theoretical foundations, concepts, and best practices in both domestic and international HRM. Multiple case studies will be conducted to gain practical insights into how organizations implement HRM practices in different contexts. The research methodology will allow for a thorough examination of the similarities and differences between domestic and international HRM, providing a holistic understanding of effective HRM strategies in diverse settings.

By conducting this research, it is aimed to contribute to the existing body of knowledge on HRM by providing valuable insights into the similarities, differences, challenges, and opportunities associated with domestic and international HRM practices. The findings of this study will inform HR practitioners, managers, and decision-makers in developing effective strategies for managing human resources in various contexts, ultimately enhancing organizational performance and success in the global business landscape.

LITERATURE REVIEW

Definition of HRM and its Significance in Organizations

Human Resource Management (HRM) is a comprehensive framework employed by organizations to manage their workforce in a strategic and organized manner. Unlike traditional personnel management, HRM adopts a proactive approach that focuses on aligning human capital with the organization's broader goals and objectives. It encompasses a range of functions and practices that span the entire employee lifecycle, from recruitment to retirement (Mothafar et al., 2022).

The significance of HRM within organizations cannot be overstated, as it plays a pivotal role in shaping the effectiveness, efficiency, and overall success of an organization. Firstly, HRM ensures strategic alignment. By integrating HRM strategies with the organization's business objectives, companies can foster a workforce that is attuned to the larger goals. This strategic alignment enhances the organization's ability to respond to changes in the business environment effectively (Alqudah, Carballo-Penela & Ruzo-Sanmartín, 2022).

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