MANAGING GLOBALLY COMPETENT PEOPLE

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There are so many challenges and opportunities that are present once the organization goes global. There are a lot of barriers present. Some might have a problem with the politics and legal environment of the new operating unit, the company is establishing. Some may have economic constraints and even cultural constraints, not only with that of the organization to that of the outside, but also within the organization itself.

As the company goes global, diversity increases. Apart from the old organizational culture, segments and division of culture might be develop and may out power and be the new norm. Americans have different culture to that of the Filipino. Likewise, if individual differences cause dispute, this is also the case in organization. The globalization might also affect the political and legal system. For example, if the legal system is unstable, the management operating with diversity. Cultural Differences create a gap between different individuals. Each unique culture might be similar with others. Also, cultural norms of one country might not be allowed in another country. Another thing to be considered is economic factor, human labor values different level of efficiency and productivity. Also, labor costs of an individual from one country to the other varies, hence, transnational managers should consider this in setting the labor price. Labor relations may also be an issue. Through diversity, there might be career blockage, culture shock and lack of cross cultural and other trainings.

With these differences in the global world, the Human Resource management should also progress towards globalization. The Human Resource System must involve policies and procedures that are in accordance with the host countries. It must ensure to
promote efficiency and effectiveness in working. Human Resource Practices should cater the economic barriers and compensation must be enough to address the basic needs of employees.

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The worldwide human asset the board ought to create and actualize such approaches and practices that are as indicated by the host nations. The impact of worldwide minor departure from HR ought to be considered by the worldwide human asset the board. Also, there are number of challenges or barrier in the ways of global human resource management, which influence it is over all credibility.

To cope up with the changing world, one must learn how to adjust. Like in transnational companies, barriers and constraints will always be present specially when it comes to Human Resource as these are the most important assets of the company. With all the progress in businesses, Human Resource System must not be left out and continue to transcend with the business strategies.

Also, there are number of challenges or barrier in the ways of global human resource management, which influence it is over all credibility. Here are some barriers that come in the way of effective global human resource management.

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