



Human Resource Management in the Context of a Global Company

By Selorm Adonoo

GRIN Verlag. Paperback. Book Condition: New. Paperback. 16 pages. Dimensions: 10.0in. x 7.0in. x 0.0in. Essay from the year 2011 in the subject Business economics - Personnel and Organisation, grade: -, Coventry University (Coventry Business School), course: Strategic HRM, language: English, abstract: People are the best form of resource any organization can have and boast of. Many theories have been propounded about how to maximize gains from this resource. People are mostly unpredictable and must therefore be studied and properly managed in order to benefit from their vast pool of skills and abilities. This is the underlying principle of human resource management (HRM or HR). Armstrong (2007) describes HRM as a unique approach to employment management which seeks to achieve competitive advantage through the strategic deployment of a highly committed and capable workforce using an integrated collection of cultural, structural and personnel techniques. This definition is succinct especially as several companies in different cultures have embraced the concept of managing their workforce in a manner that will impact performance and leave the worker happy and fulfilled. This essay, in the context of a company with production and distribution outlets throughout the world, discusses which HR practices to be standardized, and how...



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