

### **3\_ International Human Resource Management Study Guide**

#### **Introduction**

The module describes International Human Resource Management. It presents strategies for HRM across countries under a globalized setting. The module provides a glimpse of the various cultural and institutional perspectives in HRM practice. It introduces the Varieties of Capitalism Approach in comparing national strategies for coordinating industrial relations.

#### **Objectives**

After working on this module, you should be able to:

1. Define IHRM
2. Explain the IHRM typologies and strategies employed by MNCs
3. Discuss the different perspectives in IHRM
4. Describe the Varieties of Capitalism Approach, its implications on national strategies for coordinating industrial relations, and argue the case of convergence and divergence in IHRM.

#### **1. What is IHRM?**

**1.1 IHRM** – issues, functions, policies and practices that result from the strategic activities of multinational enterprises or corporations (MNCs)

**1.2** In view of the increasing connectivity of markets and technological advances, managing the workforce across the globe presents challenges related to the following:

- Language
- Culture
- Economic and political systems
- Legal frameworks
- Management styles
- Conventions or ways of doing business.

#### **2. What are the different types of IHRM practice?**

**2.1 Perlmutter (1969), considered the father of IHRM, came with the IHRM typology:**

- **Polycentric Strategy**
  - Host country-oriented

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