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Unit-IV
International Employment Process

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International Employment Process

Agenda

- The Repatriation Process
- Individual Reactions to Re-entry
- Multinational Responses
- Designing a Repatriation Programme
- HRM in the Host Country Context
- Industrial Relations and Key Issues
- Trade Unions and MNEs
- Social and Ethical Considerations
- Impact of the Digital Economy

The Repatriation Process

- Definition: Transition of expatriates back to their home country.
- Key Steps:
 - - Preparation before returning.
 - - Support during re-entry.
 - - Reintegration into the organization.

Individual Reactions to Re-entry

- Common Reactions:
 - - Reverse culture shock.
 - - Professional and personal adjustments.
 - - Emotional responses to change.

Multinational Responses

- Best Practices:
 - - Offering counseling and support.
 - - Career planning and skill utilization.
 - - Providing financial and social benefits.

Designing a Repatriation Programme

- Key Components:
 - - Clear objectives and timelines.
 - - Pre-return training.
 - - Ongoing communication.

Designing a Repatriation Programme

- Support Mechanisms:
 - - Assistance with housing and schooling.
 - - Job placement and career growth opportunities.
 - - Peer and mentor support networks.

HRM in the Host Country Context

- Key Aspects:
 - - Understanding local labor laws.
 - - Adapting to cultural differences.
 - - Managing diverse teams.

Industrial Relations: Key Issues

- Core Concerns:
 - - Wage disparities and working conditions.
 - - Employee rights and unionization.
 - - Conflict resolution mechanisms.

Trade Unions and MNEs

- Role of Trade Unions:
 - - Protecting worker rights.
 - - Negotiating fair labor practices.
 - - Ensuring compliance with international standards.

Trade Unions and MNEs

- Challenges:
 - - Balancing global and local expectations.
 - - Dealing with decentralized operations.
 - - Addressing differences in labor regulations.

The Global Legal and Regulatory Context

- Key Elements:
 - - International labor laws and conventions.
 - - Compliance with regional regulations.
 - - Role of governing bodies (e.g., ILO).

The International Framework of Ethics and Labor Standards

- Guiding Principles:
 - - Fair wages and working conditions.
 - - Prohibition of child and forced labor.
 - - Promoting diversity and inclusion.

Key Issues in International Industrial Relations

- Emerging Concerns:
 - - Globalization and labor market integration.
 - - Technological advancements and job displacement.
 - - Evolving union strategies.

Response of Trade Unions to MNEs

- Strategies:
 - - Forming global alliances.
 - - Lobbying for stronger regulations.
 - - Engaging in social dialogue.

Regional Integration

- Impacts on Employment:
 - - Harmonization of labor standards.
 - - Cross-border labor mobility.
 - - Regional trade agreements and their effects.

The Issue of Social Dumping

- Definition: Exploitation of lower labor standards in certain regions.
- Impacts:
 - - Erosion of fair competition.
 - - Deterioration of working conditions.
 - - Challenges in enforcing global standards.

Impact of the Digital Economy

- Opportunities:
 - - Remote work and global talent pools.
 - - Automation and efficiency gains.
 - - Enhanced data-driven decision-making.

Impact of the Digital Economy

- Challenges:
 - - Job displacement due to automation.
 - - Maintaining data security and privacy.
 - - Adapting labor laws to digital workplaces.

Conclusion

- Summary:
- - Effective management of international employment processes is crucial.
- - Balancing employee well-being and organizational goals is key.
- - Addressing digital and ethical challenges ensures sustainability.