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Programme: M.A., HUMAN RESOURCE MANAGEMENT

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Unit-III
Developing Global Mindset

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Developing Global Mindset

Agenda

- Cross-Cultural Context and International Assignees
- Role of Training
- Pre-departure Training Programmes
- Staff Development Through International Assignments
- Compensation: Objectives and Key Components
- Career Development
- Repatriate Training
- Developing International Staff and Multinational Teams
- Knowledge Transfer in Multinational Companies

Developing a Global Mindset

- Definition: The ability to operate effectively across cultures.
- Importance:
 - - Fosters adaptability and innovation.
 - - Builds stronger global partnerships.
 - - Enhances career opportunities.

Cross-Cultural Context and International Assignees

- Key Considerations:
 - - Understanding cultural differences.
 - - Overcoming language barriers.
 - - Building cultural intelligence (CQ).

Role of Training

- Purpose:
 - - Preparing employees for global assignments.
 - - Reducing cultural misunderstandings.
 - - Enhancing productivity and integration.

Pre-departure Training Programmes

- Components:
 - - Cultural orientation.
 - - Language training.
 - - Job-specific knowledge and skills.

Pre-departure Training Programmes

- Benefits:
 - - Smooth transition into the host country.
 - - Reduced culture shock.
 - - Improved performance and satisfaction.

Staff Development Through International Assignments

- Opportunities:
 - - Gaining diverse perspectives.
 - - Leadership skill enhancement.
 - - Networking in global contexts.

Compensation: Objectives

- Primary Goals:
 - - Attract and retain top talent.
 - - Align with organizational goals.
 - - Ensure equity and competitiveness.

Compensation: Key Components

- Elements:
 - - Base salary.
 - - Allowances (housing, education, relocation).
 - - Benefits (healthcare, retirement plans).

Compensation: Approaches

- Methods:
 - - Balance sheet approach.
 - - Going rate approach.
 - - Lump-sum approach.

Compensation: Patterns in Complexity

- Challenges:
 - - Managing tax implications.
 - - Adapting to local regulations.
 - - Balancing fairness across regions.

Career Development

- Focus Areas:
 - - Clear progression pathways.
 - - Skill enhancement opportunities.
 - - Support for long-term career goals.

Repatriate Training

- Key Aspects:
 - - Reverse culture shock management.
 - - Career reintegration planning.
 - - Knowledge and experience sharing.

Developing International Staff and Multinational Teams

- Best Practices:
 - - Promoting diversity and inclusion.
 - - Building trust and collaboration.
 - - Effective communication strategies.

Knowledge Transfer in Multinational Companies

- Importance:
 - - Sharing best practices.
 - - Driving innovation and efficiency.
 - - Strengthening global operations.

Knowledge Transfer in Multinational Companies

- Methods:
 - - Technology-driven platforms.
 - - On-the-job training.
 - - Cross-functional team projects.

Challenges in Developing a Global Mindset

- Key Issues:
 - - Resistance to change.
 - - Navigating complex regulations.
 - - Overcoming cultural biases.

Strategies for Success

- Recommendations:
 - - Invest in training and development.
 - - Foster open communication.
 - - Leverage technology for collaboration.

Conclusion

- Summary:
- - A global mindset is essential in today's interconnected world.
- - Training, development, and knowledge sharing drive success.
- - Organizations must adapt to the challenges of globalization.