

国际人力资源

HUMAN RESOURCES IN A COMPARATIVE PERSPECTIVE

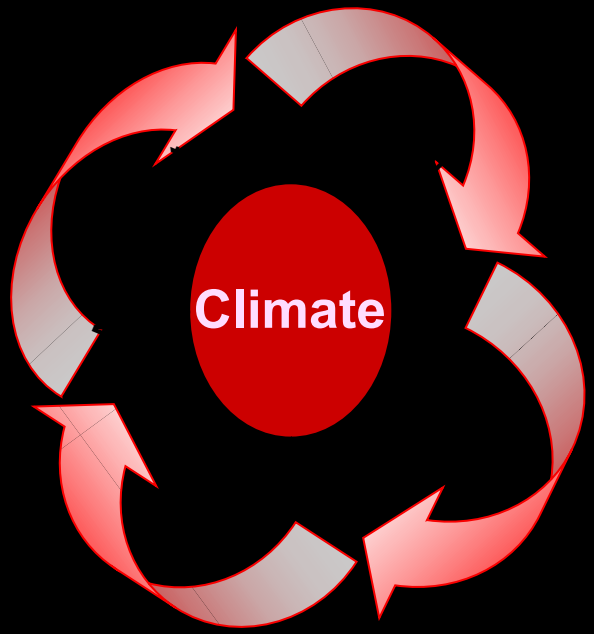
PURPOSE OF BUSINESS

VALUE CREATION :

Proactive Management Actions which generate enhances sustainable value for its stakeholders than what existed before – by adding either to its capabilities or gainig competitive market dvantage , enhances portfolio, advances technological know –how , introduction of new management processes and practices or by Adding to its corporate management and Governance processes.

- HUMAN RESOURCES MIMMICKS COMMODITY BEHAVIOUR
- TALENT ARBITRAGE

ONE UNIQUE CHARACTERISTIC ABOUT HUMAN RESOURCES AS A FACTOR.



Role of HR in Value Creation

1. Ensure that there exists a positive facilitative and encouraging climate for the value creation process.
2. Ensure through programs, systems & process that Talent Acquisition, People Alignment, People Engagement & People Measurement Systems creates and enhances Enterprise Value.

- **TALENT MARKETING**
- **VALUE PROPOSITION – SEGMENTATION**
- **CONSTANT FOCUS ON MARKET**
- **DELIVERY OF VALUE PROPOSITIONS ….. PRODUCT ATTRITION**
- **DIFFERENTIATORS FOR GLOBAL CORPORATE**
  - Diversity
  - Culture
  - Value
  - Socio Economic Realities
  - Knowledge vs Learning Orientation

DIFFERENTIATED ENGAGEMENT DRIVERS:

- Leadership Styles
- Competencies
- Quality Of Work Life
- Rewards
- Opportunities For Growth
- Company Practices

CONCERNS FOR GLOBAL CORPORATES:

- Local vs global practices
- Culture and operating beliefs
- Laws and Societal Values
- Forms of Governments
- Workforce characteristics
- Business Strategy and Conditions
- Management Philosophy
- Labour Market Unions
- Task Technology

WAY FORWARD SOLUTIONS :

- Driving common Mission, Vision and Values
- Common Practices
- Management through Knowledge Transfer and Best Practices
- Ongoing Interactions and Summits
- Defining a common Manifesto and growth.
- Business Strategy and Conditions

2 : INTERNATIONAL RECRUITMENT AND SELECTION

ECONOMIC SCANNING AND ORGANISATIONAL CAPABILITY

MANPOWER ARCHITECTURE:

- Present and future … shifting nature
- Tooth to tail ratio
- Outsourcing Alternatives
- Systems options

- IDENTIFYING ORGANISATION'S UNIQUE VALUE PROPOSITION –

  National And International

- TALENT MARKET SEGMENTATION

- INSIGHTS

- EMPLOYER BRAND POSITIONING

COMPETENCY CLARITY

- Thinking - Seasoned Judgment
- Strategic Management
- Leadership
- Interpersonal skills
- Communication
- Self Management
- Depth and Breadth of Technical and Functional Skills
- Resource Management

- SEGMENT -WISE SOURCING PLAN
- IDENTIFYING INTERNATIONAL TALENT LOCATIONS AS SOURCES
- TOTAL REWARD OFFERINGS

INTERNATIONAL COMPENSATION PLANNING

- Need For Structured Model And Program
- COLI
- Housing As A Factor
- Education As A Factor
- Health / Medical Plan And Insurances.
- Hardship Locations Social Security Systems
- Conveyances
- Returns Trips
- Taxation
- Repatriation

- INTERNATIONAL ASSESSMENT IDENTIFYING METHODS
- INTERVIEWS AND CULTURAL / LEGAL REQUIREMENTS
- PSYCHO METRICS AND CULTURAL IMPLICATIONS
- DESIGNING ASSESSMENT CENTRES

ONBOARDING AND ENCULTURIZING

2/3 months post Joining

Enculturisation

30 days before Joining date

Socialisation

“On Boarding”…

..building sustainable talent advantage through Alignment and creating organisation value

Orientation

10 days before Joining date

Assimilation

1 month post Joining

Induction

First week of Joining

PLACEMENT AND HAND HOLDING

LAWS OF LAND

- Competition
- Equal Opportunities
- Laws and Ratios
- Protections
- Transfer Abilities
- Visas and Work Permits
- Religious Implications

3: DEVELOPING INTERNATIONAL STAFF AND MULTINATIONAL TEAMS

ORGANISATION CAPABILTY AND BUILDING A BODY OF BUSINESS KNOWLEDGE

COMPETENCIES , LEVELS AND COMMUNICATION FOR TRANSPERANCY

DEVELOPMENT AS A VALUE PROPOSITION AND BUILDING A LINK TO CAREER GROWTH

LINKING COMPETENCIES TO CAREER LADDERS

ASSEMENT FOR DEVELOPMENT:

- Internal / external assessment
- Interview / performance anchored
- Performance / potential bases

KEY TALENT ACCOUNT MANAGEMENT

以上内容仅为本文档的试下载部分，为可阅读页数的一半内容。如要下载或阅读全文，请访问：https://d.book118.com/798051142112006047