International Dimensions Of Human Resource Management

Peter J Dowling Randall S Schuler Denice E Welch

International Dimensions of Human Resource Management has been defined by Morgan as the interplay among three dimensions namely human resource activities, types of employees, and countries of operation. Activities of HRM in international scene are the same as those of domestic HRM except that in the former the activities are done in home country. The purpose of international human resource management is to get the competitive advantage by hiring and improving the skills, efficiency, and productivity through the process of procuring, allocating, assigning, providing training & development, performance appraisal, compensating for the effective utilization of human resources in the global environment. Globalization and the growth of information technology and the advancements in modern business make the world to create and adopt new methods and concepts of human resource management in the form of international human resource management... P.V. Morgan explained the three-dimensional model of IHRM, it includes human resource activities, types of employees, and countries.