



**SLEZSKÁ
UNIVERZITA**

OBCHODNĚ PODNIKATELSKÁ
FAKULTA V KARVINĚ

HUMAN RESOURCE MANAGEMENT

Lesson 12

International HRM

Ing. Helena Marková, Ph.D.

Content

- international HRM
- diversity management
- leadership
- multigenerational leadership
- cultural context

International HRM

- understanding of different cultures, languages, and legal systems
- through IHRM organisations try to achieve their strategic goals by attracting and retaining top talent, promoting innovation, and fostering a culture of inclusion and diversity

Characteristic of IHRM

Multiculturalism:

IHRM deals with managing a workforce that is diverse in terms of culture, language, and social norms. Important is understanding and respecting the cultural differences of employees and adjusting management practices accordingly.

Geographical dispersion: IHRM involves managing employees who are located in different countries and regions. This requires effective communication and collaboration across different time zones, languages, and cultures.

Characteristic of IHRM

Legal and regulatory compliance:

- complying with different legal and regulatory requirements in each country where the organization operates. This includes issues related to employment laws, taxation, and immigration regulations.

Talent management:

- managing the recruitment, development, and retention of a global workforce. This requires developing a global talent management strategy that takes into account the different cultural and social norms in each country.

Characteristic of IHRM

Compensation and benefits:

- developing compensation and benefits packages that are **competitive in each local labor market**, while also being consistent with the organization's overall compensation philosophy.

Global leadership development:

- developing leaders who can effectively manage a global workforce and navigate cultural differences. This requires providing training and development opportunities to help leaders develop cultural intelligence and intercultural communication skills.

TASK 1 – How to develop cultural intelligence

How to develop cultural intelligence

- suggest any activities

Next lesson

Personell marketing

**Thank you
for your attention.**

