

Global Perspective of Human Resource

If we are strong, our strength will speak for itself. If we are weak, words will be of no help.

- J F Kennedy

These famous words of J F Kennedy should act as a motto for every HR professional. A strong professional will adapt and work within the limitations of the society. If he cannot do so no words or strategies can help. Every country revolves around a set culture and ideology which gives it a unique identity of its own. It is therefore understandable that each presents its own set of opportunities for a HR professional. It is an immense challenge to understand and cultivate the local practices and encourage the pre-existing traditions. HR professional has to come to terms with the new culture in order to survive in a new environment. However, these are not the only challenges facing a HR professional at the international level. Cultural and behavioral aspects of the people of particular country, international employment law, global compensation programs are critical for the success of the professional along with management of expatriates and balance them with local people.

To handle issues such as these the professionals requires to have some strategies beforehand like *Profiling of International employees* which provide critical information to enable us to understand why people think and behave as they do, on the job. While thinking of International Compensation Strategic Planning, the HR professional has to keep in mind a variety of questions that need to be asked and answered. The answers depend a lot on the company charter, demographics, style and growth stage. Meeting



the needs of a global company in a multinational world involves international legal challenges in the areas of Company Formation Law, Employment Law and Human Resources Law.

An example of the laws needed to be understood by the professional is the Employment Contract China - PRC employment law requires direct employment by WFOE will be under a written agreement in the prescribed Chinese language, following the form prescribed by the local labour administration, and including at least the minimum seven items dictated by Article 19 of the Labour Act. Employment through authorized foreign enterprise Service Corporation will be under the standard terms of the "blue book" contract of the corporation, although the representative office may, and should, submit additional terms for review and inclusion by the corporation. COMPENSATED SOCIAL ACTIVITIES By statute in PRC - China, time spent in social activities in the workplace (political study, promoting family planning, etc.) must be considered compensated time by the employer.

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