

1. Record Nr.	UNINA9910464617303321
Autore	Schmeisser Wilhelm
Titolo	International human resource management and international labour law : a human resource management accounting approach // by Wilhelm Schmeisser, Dieter Krimphove and Rebecca Popp ; with the collaboration of Kristin Kirchhoff [and thirteen others] ; lektorat, Anne Lennartz ; herstellung, Tina Bonertz
Pubbl/distr/stampa	Munchen, [Germany] : , : Oldenbourg Verlag, , 2013 ©2013
ISBN	3-486-72119-4
Descrizione fisica	1 online resource (405 p.)
Classificazione	QV 570
Disciplina	658.3
Soggetti	International business enterprises - Personnel management Labor laws and legislation, International - Great Britain Personnel management - Great Britain Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Front Matter -- I Finance oriented Human Resource Management for the support of globalization strategies of international enterprises -- II International remuneration system -- III Stock-option programs as part of the remuneration management system -- 12 Possibilities of financing stock-option programs -- IV Delegations and their consequences for labor, tax and social security law aspects -- V International remuneration systems for companies listed on stock exchange in flux -- VI Application of the Berlin Human Capital Assessment Model in an international bank for the control of its branches -- VII Development of a human resource information system of international personnel controlling -- VIII Design, functionality and application fields of information systems in HR -- IX International external personnel recruitment and staff selection -- X Company culture and country culture -- XI Country research at the example of South Africa: history, population and culture -- XII The AGG and Diversity Management - a managerial and European-national legal

response to the internationalization of labor markets in Europe and worldwide -- XIII International/European Labor Law -- Back Matter

Sommario/riassunto

In globally managed companies International Human Resource Management is more and more understood as coordination instrument, which uses finance oriented instruments as the International Remuneration Management System with stock option programs and the Berlin Human Capital Evaluation Model for the assessment of performance and remuneration of branch managers and leading positions. International staffing decisions are supported by the International Human Resource Controlling and an International Human Resource Information System with the help of web-based tools. These information instruments are necessary for the recruitment of international managerial staff and their delegation in the context of personnel development programs worldwide. In order to avoid mistakes when delegating employees, it is recommendable to point out the social security law, especially pension and health insurance issues to them at an early stage. It will become a standard in International Management to train employees and managerial staff on legal issues on the range of topics of Diversity Management and to sensitize them for European Labour Law and International Law. The delegated person can obtain information on their country of delegation via country profiles and at the same time learn the necessary language skills.
