

1. Record Nr.	UNINA9910815991203321
Autore	Mutsuddi Indranil
Titolo	Managing human resources in the global context // Indranil Mutsuddi
Pubbl/distr/stampa	New Delhi, : New Age International, 2012
ISBN	81-224-3490-8
Edizione	[1st ed.]
Descrizione fisica	1 online resource (236 p.)
Soggetti	Human capital Personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	<p>""Cover ""; ""Preface ""; ""Contents ""; ""Chapter-1 Overview and Introduction to International HRM ""; ""Introduction to Multinational Organizations ""; ""What is International Human Resource Management? ""; ""Morgan's Model of IHRM ""; ""Approaches to International HRM ""; ""Factors Affecting International HRM ""; ""IHRM Practices Compared with Domestic HR Practices ""; ""What is Expatriation? ""; ""Essentials for International Assignment ""; ""Important Issues in Expatriation ""; ""Expatriate Failure ""; ""Strategic Planning in the International HRM Perspective ""</p> <p>""HRM in International Firms: Strategic Implications """"Characteristics of an International HR Manager ""; ""Question Bank ""; ""Chapter-2 International Recruitment and Selection ""; ""Human Resource Planning ""; ""HRP in the International Context ""; ""Objectives of Manpower Planning in the Global Perspective ""; ""The Process of HRP ""; ""Recruitment in the Global Perspective ""; ""Factors Influencing the Recruitment Process ""; ""Recruitment Planning ""; ""Recruitment Strategy Development ""; ""Approaches of International Recruitment Strategy ""</p> <p>""Focus of Staffing Approaches in MNCs """"Trends of Recruitment in the International Perspective ""; ""What is Selection? ""; ""Selection Procedures ""; ""Question Bank ""; ""Chapter-3 Training and Development in the International Context ""; ""What is Training? ""; ""Objectives of Training ""; ""Models of Training ""; ""A Four Phase Training Model for Expatriates ""; ""Process of Training: A Systematic</p>

Approach"; "Training Needs Assessment (TNA)"; "Training in the International Context"; "Approaches of Expatriate Training in the International Context"
"Global Mindset Training and Orientation""Cultural Orientation";
"Cross Cultural Training"; "In-Country Real-Time Training"; "Cross Cultural Intelligence"; "Approaches of Cross Cultural Training (CCT)"; "Training Evaluation"; "Alternative Training Evaluation Methods";
"Question Bank"; "Chapter-4 Performance Management in the International Context"; "What is Performance Management?"; "Aims of Performance Management"; "Performance Management in the Context of International Operations"; "The International Environmental Context of Performance Management"
"Performance Management Process""The Performance Management Cycle"; "How Performance Management Works?"; "Setting Goals for Performance"; "Defining Performance Appraisal"; "Appraisal Formats in the International Perspective"; "Approaches to Performance Appraisal"; "Setting Performance Standards";
"Conducting the Performance Appraisal"; "Performance Feedback";
"Who Conducts the Performance Appraisal in an International Context?"; "Multi-rater/source (360-degree) Feedback and its Importance";
"Performance Management in Self Managed Teams"
"Performance Management in Cross-functional Teams"
