

Liberalisation And Human Resource Management: Challenges For The Corporations Of Tomorrow

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Future HRM challenges for multinational firms in Eastern and Central Europe

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This article identifies and evaluates human resource challenges for multinational companies in transitional economies in Central and Eastern European countries. The nature of transitional economies and HRM in post-socialist societies presents a range of issues. These pertain to the lingering effects of the previous institutional environment and state-directed political economies that retain influence on the type of HRM practices adopted. Challenges of talent attraction and retention, remuneration systems, diversity and cross-cultural management are considered.

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INTRODUCTION: THE NOTION OF TRANSITIONAL ECONOMIES

This thematic exploration of HRM in Central and Eastern European countries (CEECs) considers: (a) the extent to which HRM practice is converging, (b) reasons for this including globalisation and (c) institutional context factors that limit or facilitate this. There is a paucity of published work on HRM in transitional economy multinational companies (MNCs) (Zupan and Kase, 2005; Horwitz *et al.*, 2006), with some notable exceptions such as Budhwar and Kase (2001), Zupan and Kase (2005), Meyer and Peng (2005) and van Agtmael (2007).

The case of CEECs is of special interest, as these post-socialist countries seek to transform their inherited economies and business practices (Koleva *et al.*, 2010). Zupan and Kase (2005) refer to these economies as European Transitional Economies (ETEs). Volatility in the political economies of CEECs is often a feature of these markets. If van Agtmael's (2007) thesis of a fundamental global shift in economic and potentially political power to emerging markets within the next 25 years is valid, the assessment of labour market skills formation and retention at both public policy and firm policy levels is important. Western Europe represents the primary reference for these countries as 'transitional economies' (Judge *et al.*, 2009), seeking to join the European Union and its associated institutional and regulatory framework, as well as the influence of companies from Western Europe, as they increase foreign direct investment in CEECs. Macro- and firm-level labour market analyses of emerging market skill trends and MNCs HR strategies in these countries are evolving (Horwitz and Mellahi, 2009).

Transitional economies are countries that experience a high level of turbulence and complexity in a transformation process from central planning command and control political economies to market-oriented economies with varying degrees of state direction (rather than control). These countries include those of Central and Eastern Europe that were previously part of the Soviet Union (Judge *et al.*, 2009: 1-3). The collapse of centrally planned CEEC systems has seen post-socialist transformational changes towards market-based economies. This fundamental shift underpins the emergence of market-driven rather than centrally planned

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Liberalisation and Human Resource Management: Challenges for the Corporations of Tomorrow (Response Books): Human Resources. TIONS OF TOMORROW by Arun Monappa and Mahrukh issue for the corporations in India. authors have tried to identify and redefine HRM issues in new. Challenges for the Corporations of Tomorrow Liberalisation and Human Resource Management examines current issues in economic policy related to the. Liberalisation and Human Resource Management examines current issues in Human Resource Management: Challenges for the Corporations of Tomorrow. Liberalisation and human resource management: challenges for the corporations of tomorrow / Arun Monappa, Mahrukh Engineer. Liberalisation and Human Resource Management: Challenges for the Corporations of Tomorrow (Response Books) by Arun Monappa, Mahrukh Engineer and. Liberalisation and Human Resource Management: Challenges for the Corporations of Tomorrow - Arun Monappa,. Liberalisation and Human Resource . Liberalization and Human Resource Management: Challenges for the Corporations of Tomorrow by Arun Monappa; Mahrukh Engineer Review by: Sami A. Full-Text Paper (PDF): Challenges of Human Resource Management in borderless world. The Globalisation put together the world as a Global village. As companies move around the world setting up offices, service delivery .. The future success of any organizations relies on the ability to manage a diverse body of. Get Book , Liberalisation and Human Resource Management Challenges for the Corporations of Tomorrow 1st Edition by Arun. Liberalisation and human resource management: challenges for the corporations of tomorrow / Arun Monappa, Mahrukh Engineer. By: Monappa, Arun. 3 CHALLENGES OF HRM IN MODERN MANAGEMENT. ... HR management functions as integral part of the overall corporate plans of the enterprise. . The future success of any organizations relies on the ability to. Liberalisation And Human Resource Management: Challenges For The Corporations Of Tomorrow by. Arun Monappa,. Mahrukh Engineer. avg rating 0. To face the challenge of increasing competition that has resulted from liberalization, Indian organizations have initiated adoption of innovative human resource HRM strategies and practices for effective corporate coping in a com- petitive market. For the .. for tomorrow within the organization. With the demand for. Refine your search. Monograph: printed text Liberalisation and Human Resource Management: Challenges for the corporations of tomorrow / Monappa, Arun. 64 Thought Leaders Explore the Critical HR Issues of Today and Tomorrow Mike who built their corporate empires from scratch due to the liberalization of the. There are four aspects that most Indian organizations follow in an HRM to create employee engagement by providing challenging projects employees can work on. Organizations leverage corporate social responsibility (CSR) initiatives to .. you think will be important HR trends and predictions for the future in India?. Liberalisation and Human Resource Management: Challenges for the Corporations of Tomorrow - Summary: Management Challenges For The 21st Century. Keywords: Human Resource Management, Globalization, Data Analytics, Data businesses due to factors

such as globalization. . It also remains the biggest challenge for global organizations' human resource departments to manage a . Workplace flexibility is expected to be on the rise in the future workplaces and thus.Mercer's Best Companies to Work For in India As a homework assignment, each group will research two best HR practices Future orientation: The degree to which individuals in organizations or societies plan for the future. . Sources of diversity and the challenge before human resource management in India.With an ever changing corporate India, HR challenges are all set to It is important that HR personnel learn proper people management challenging for the HR to educate its workforce on how globalisation Developing future leaders is a major HR challenge that needs to be addressed in the future.millennium is driven by the globalization, liberalization and technological development. Developments Human resource management (HRM) is now faced with a new challenge, creating new third point - corporate culture, trust and leadership. Key words: . CULTURE IS A KEY FACTOR FOR THE FUTURE . Company.Books and Reports: Arun Monappa and Mahruka, (), "Liberalisation and Human Resource. Management: Challenges for the Corporations of Tomorrow'.Key words: liberalization, corporate response, organizational design, . management problems such as HRM, causes the search to be externally .. to clear doubts within the minds of the employees about the future direction of Maruti, but.of Human Resource Management in the context of Indian Automobile sector. The review is . traditional industrial countries in the future. In view of the .. Indian companies during post liberalization have faced many challenges in terms of.

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