

Integration Of MNCs (Multinational Corporations) With The HR Strategies

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How do MNC firms come up with new strategies and procedures for their operations in local conditions, such as in emerging countries? How multinational firms can come up to withstand the pressures exerted by HR strategies and the local conditions at large (Horwitz, 23). There are various theories of multinational management that try to come up with solutions for the various activities of the current multinational corporations in various adaptations. Many scholars have tried to come up with some explanation on how to link the current MNCs with the local environment(Horwitz,40). Many scholars are on their toes to explain globalization and its effects.

The essay tries to discuss the overall field of international management so as to come up with a full comprehension of the HR strategies in MNCs over the competitive sectors within the field of operation.

In some cases, despite the fact that many research bodies have undermined the HR strategy, there was a clear picture portrayed by many theories explaining the MNCs with the integration (Heikkila,46). Diffusion of HR management strategies is in some calculated subsidiaries to the MNCs, which in many cases tends to be similar as in the normal Human Resource Management practices.HRM advocates for a high level of integration and also standardization, which cuts across all the MNCs so as to come up with effective and efficient importance to the business organization.

In many situations, it is known that most of the MNCs have features such as standardization, centralization, and basically the overall human resource management policies and decisions at large. The rate of diffusion of the MNCs to the HR practices has posed a huge challenge to organizations and, in so doing, giving rise to large differences in the organization. Factors such as the transfer of employment positions have initiated a debate in human resource management over the MNCs (Heikkilä, 75). Also, the organization's culture and the results or the effects of political aspects between the subsidiaries and the centers of MNCs.

The essay will try to view the rate of diffusion of the human resource management strategies across all the subsidies of the MNCs (Minbaeva et al., 65). The paper points out the pressures that may be incurred by the institution's diversity over the transfer of the organizational practices in human resource management across all the subsidies of the MNCs (Minbaeva et al.,160). There are factors that try to give researched evidence over the diffusion of the HR strategies to the subsidies of the MNCs in the management of the organization. Some of the pressures between the human resource management strategies against the MNCs are discussed below;

Duality And HRM Diffusion Strategies

Taking into consideration the internal integration of HRM strategies in management and the decision-making process forms a vital part of the MNCs system (Pudelko and Anne-Wil, 122). This section tries to pinpoint the limitations of MNCs to cope with the new changes in human resource management. Some implementations and internalizations of the diffused spheres of human resource strategies need to be clearly identified and manipulated with a comprehensive approach so as to cater to the MNC's strategies as required in the global market (Pueblo and Anne-Wil, 230).

The Scarcity Of Research Into The Diffusion Of Human Resource Management Strategies

Considering the duality and human resource management diffusion strategies, it gives a clear picture that is HRM strategies ought to diverse from the MNCs strategies (Cooke et al., 134). Currently, the HRM has literally advocated that some of the subsidiaries that were used before have been adopted in some strategies of the MNCs, although in some cases, not well explained (Baddar et al., 430). Many scholars and also some human resource information centers have examined that most of the organizations have tried to adopt the MNCs technology as compared to the HRM strategies, thus giving a challenge to HRM strategies (Baddar et al., 500). In general, only a little knowledge has been received from researchers indicating that, to some extent, HRM can result in conflicts and political behaviors that need skills to solve and tackle (Baddar et al., 640).

Methodological Approach

This is based on a research process whereby multiple units of analysis are carried out to give the diffusion of the MNCs strategies as compared to the HRM strategies and policies (Al et al., 130). It is through the methodological approach whereby one can have an overview of the transfusion of the traditional HRM and the global trading MNCs strategies within the organization (Al et al 219). Different variables give different approaches to this process. The differences and the pressures experienced in this process are well analyzed, and they are compared with the HRM strategies then their subsidiaries compared with the MNCs strategies. In many cases, the method has to forego the HRM strategies since some results try to show that HR transfer may be limited at the initial levels (Al et al., 310). Generally, the approach fails to explain the best alternative for the MNCs to apply. For example, managers and subordinates may neither use the system nor see anything valuable to acquire. This can help them to focus on the most suitable approach so as to have access to the appropriate system.

Major Factors For The Human Resource Management Diffusion

This section gives a clear picture whereby the internal consistency of the HRM forms the MNC's strategies (Budhwar et al., 200). All the information, subsidiaries and also centralized research can indicate that MNCs form a uniform collateral that tries to compete with the human resource management system, which has failed to give the relevant results for the integration (Budhwar et al., 250). In MNCs, there are some examples that ought to exist so as to give a corporation to the individual subsidiaries and the results depending on the data available.

These are the key factors for the standardization of human resource management globally (Boxall et al. 121-122). However, the type of standardization of the HRM strategies, such as recruitment or training of employees in the organization, tends to reduce an integral part of MNCs and, thus, no effective integration between the two.

Generally, the essay, as mentioned above, gives a clear picture of the roles of corporate HR with the MNCs in business management (Boxall et al. 209). On looking to the internalization strategies, most of the multinational business organizations they tend to possess various reasons to expand over the global by increasing their economies of the scale (Boxall et al., 329). In a few cases, there are situations whereby the HRM strategies may oppose the working of the MNCs in business administration (Boxall et al. 510). The working range of the MNCs is sometimes widely described and classified in different forms whereby, at first, there are ethnocentric strategies that try to control the subsidiaries in connection with the HRM strategies so as to necessitate an effective business operation.

Secondly, there are polycentric MNC strategies that are always decentralized, and its subsidiaries control the local environments (Brewer et al., 21-22). Geocentric in many forms is the cornerstone of international strategies whereby its subsidiaries are adhered to in almost all the spheres of the globe thus giving appropriate strategies over the HRM strategies within the business administration (Brewer et al., 65). According to the above classifications, most of these subsidiaries in MNCs can have different roles in the evolvement of products, provision of various services in different fields, or the mandate of the MNCs to offer various products and services depending with the HRM strategies in the business administration (Brewer et al. 98-99).

To summarize, the standardization of these HRM strategies across the globe in international operations tries to come up with stipulated boundaries between the MNC's policies and the HRM systems (Brewer et al., 190). There is a proficient alignment of the MNC's strategies over the HRM policies, and in this manner, the extent of the standardized systems of MNCs dominates over the HRM privileges in any organization. All these factors form the basis that MNCs have strategic corporate structures and systems to dominate over the regulations and diffusion of human resource strategies in all international spheres.

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