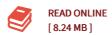# Differences and Similarities Between International and Domestic Human Resource Management

By Timo Beck

Grin Verlag Mrz 2011, 2011. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Titel. - Scholarly Essay from the year 2010 in the subject Business economics - Personnel and Organisation, printed single-sided, grade: 1,0, University of St Andrews, course: Managing People in Global Markets, language: English, abstract: The primary cause of failure in multinational ventures stem from a lack of understanding of the essential differences in managing human resources in foreign environments (Desatnick & Bennett 1978).The world has become more globalized, competitive, dynamic and uncertain than ever before. As more and more firms operate internationally, the search for the elements of global competitive advantage is a prominent theme in the management literature (Dickman & Müller-Camen, 2006: 580). There is a clear need to develop an understanding of how to compete successfully on the global playing field. A major component of this understanding appears to be the field of human resource management and, in particular, the field of international human resource management (IHRM) (Schuler, et al., 1993: 419). The effective management of human resources in an international context is increasingly seen as a key source of competitive advantage in international business; and the...

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