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Submission date: 26-Aug-2021 07:45PM (UTC+0700)

Submission ID: 1636242351

File name: HRM.edited.docx (124.06K)

Word count: 1308

Character count: 7366

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Human Resource Management

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Human Resource Management

Part 1

Suppose I should take a position in another country. Since most human resource management ideas may be applied in an international situation as long as adequate study is conducted, the most significant consideration would be thorough research and understanding of economic, cultural and legal dissimilarities across nations. Similarly, enhanced work prospects and possibilities might influence me to take the position because I want to advance my career. Growing globalization implies that if I wanted to reach the upper levels of my career or organization, I would most likely have to manage an international team at some point. International experience would be crucial to my ability to do so successfully. Therefore if I took this position, I could apply the concepts through engagement because, for an extended period, engagement has been seen as the cornerstone of human resources. It is believed to increase productivity, decrease absenteeism, decrease staff turnover, improve product quality, and reduce product faults. Consequently, a comprehensive perspective would be formulated through engagement, which can also help me be perceived as a savvy company leader. In addition, the International experience would make me indispensable by allowing the provision of a big-picture perspective to the C-suite.

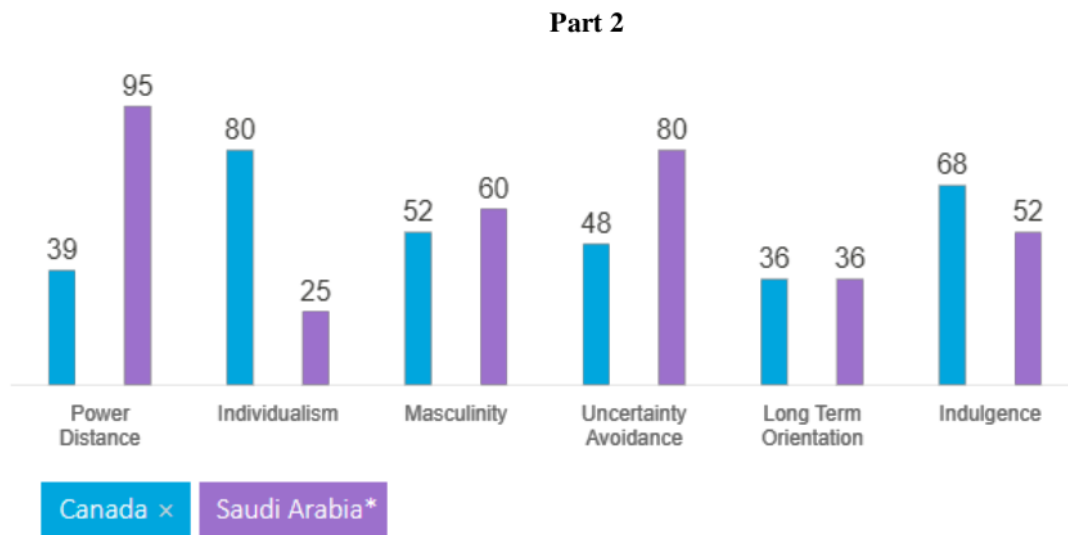


Figure 1: Comparison between Canada and Saudi Arabia

Synopsis 1

A thriving global institution should possess a culture fabricated on a set of decisively held and broadly established values supported by structure and policy. Three things that occur to the HR management when a firm has a strong philosophy are that workers comprehend how the management anticipates them to react to every situation. They think that the expected response is the precise one. They are confident that they will be compensated for exhibiting the organization's standards. A solid philosophy is a common thread across the most successful companies. Successful frontrunners symbolize their cultures daily and ensure that they express their identity and culture to employees and possible novel hires. They are very precise about their philosophies and the way those values shape and run their corporations. Different nations' leadership and management styles, policies and procedures, hierarchical systems, and control systems are unique. Cultural shifts have influenced organizational policies such as training,

personnel, and motivation. In Canada, the Employment Equity Act is federal legislation that mandates that state-regulated organizations and companies give fair employment chances to four distinct factions:

- Females
- People with impairments
- Indigenous people (Indian, Inuit, or Métis)
- Individuals of racial minorities

This law would affect the hiring process such that sometimes you might not find qualified candidates under this category. Similarly, the Canadian Human Rights Act is a federal law that prohibits discrimination in hiring and services (Albiston, 2019). The significance of these laws is that they protect Canadians when they work for or obtain benefits from the national government, first States administrations, or private enterprises subject to federal regulation, like banks, transportation companies, broadcasters, and telecom corporations. Although prejudice in hiring is outlawed in both US and Canada on specific grounds like gender, sexual orientation, or religion, the most notable distinctions between the two laws concern disability inequality (Van Reenen, 2018). Therefore, this law would affect my hiring process as the requirement for a nondiscriminatory process is sometimes difficult to achieve.

On the contrary, Article 12 of the Labor Law in Saudi Arabia states that each employer with ten or more employees must develop internal norms by which the company would be bound. The law is significant since the regulations must include the work organization norms and associated elements, such as privileges, infractions, and disciplinary fines and processes. Therefore, this law might affect the organization such that the organization might not be in a position to satisfy all these requirements. Similarly, article 98 of the Labor Law in Saudi Arabia

implies that a worker may not operate for particularly eight hours daily or forty-eight hours weekly. Item 100 of the Labor Law permits longer work periods when the labor is performed in alterations, provided the overall period in the cycle of three weeks does not surpass eight hours daily or forty-eight hours weekly (Balawi, 2021). Workers must not stay at their employment for more than twelve hours daily. This law is particularly significant as it protects workers from being overworked. The law might affect the hiring process because workers will sometimes be required to work overtime. Therefore, after going through the rules, I would recommend Saudi Arabia for the global expansion of my organization.

Synopsis 2

The choice of Saudi Arabia for global expansion will highly benefit my organization mainly because the country became a member of the World Trade Organization, which aided in expanding global access to domestic investors. It also assisted in the modernization of Saudi Arabia's trade policies. With Saudi Arabia's admission to the WTO, parts of its market procedures became more conventional than global standards; the government negotiated other areas to accommodate the sovereign nation's residents. This factor would be a significant boost to our organization's success. Similarly, Saudi Arabia is opening up and extending the regions in which international investors may engage while still offering some conservatism in off-limits commercial zones. Simultaneously, Saudi Arabia's sovereign wealth fund would rapidly invest in other nations, which would benefit our organization if we expanded towards their territories. In addition, our organization would benefit from this expansion because, for beginners, there exists a discrete taxation scheme where foreign financiers may not be held responsible for hefty revenue tax or even a substantial sum of sales duty. These favorable tax surroundings appeal to confident financiers who are either divergent to taxes or want taxation to take a minor bite out of

their lowest line. According to Deloitte's analysis of Saudi policy last year, while the kingdom would join in a GCC VAT system with the other Gulf States, some goods will be excluded and subjected to a zero rate (Balawi, 2021).

Likewise, the simplicity of conducting commerce is another crucial motivation our firm would benefit from Saudi Arabia. Global administrations rate the nation highly for affluence of doing trade, and with the liberalization of commerce, universal organizations are in great request. There is a sense of welcoming hands attitudes toward international funds and a multicultural culture in the Saudi Arabian occupation, which many overseas investors enjoy and we would enjoy as well as an organization.

Consequently, the first step I will employ in my hiring strategy is to create a distinct corporate image. The corporate reputation would distinguish the firm from the struggle and convince candidates why they should apply. It will also symbolize the company's culture, mission, and values, considering the strict employment laws in Saudi Arabia. Secondly, I will formulate work postings that represent the organization and the culture of Saudi Arabia because the job post is the initial impression of the organization to potentials candidates, and we would want to appear orderly and professional but still embrace our brand. Because we are in the technological era, the next step I will take in the hiring process is social platforms. As companies begin to pursue millennials, social employment is becoming popular. However, this will only happen after considering the laws that govern the use of social media and the dos and don'ts in the country. Still, with the help of technology, I will encourage the organization to save time and funds by investing in an applicant tracking system. This comes from the fact that software automates the procedure of job posting and locating a qualified pool of talent.

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