

The Cs: What International Human Resource Management (IHRM) Is All About?

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Abstract

American companies are increasingly doing business abroad. And with globalization, so also are the companies of other countries. International and global companies indeed have the challenge of managing operations and diverse people in many different countries. And what is important is that Human Resources (HR) issues are essential to a leader's (manager's) effectiveness regardless of the influence of the HR function in a company (Ulrich and Sutton, 2011). The spheres of skills and knowledge encompassed by HR are among the key elements for building and sustaining an excellent company or a successful business (Stone, 2013; Ulrich and Sutton, 2011).

International Human Resource Management (IHRM), in some ways similar, and in some ways differs from domestic Human Resource Management (HRM). And here in this paper, as the title suggests, IHRM is being examined, and the authors explain the key IHRM features while categorizing them in the form of the Cs or more specifically, the 10Cs.