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Bibliography

***(PDF) Building flexibility into multi-national human resource strategy: A study of four South African multi-national enterprises*. (n.d.). Research Gate. https://doi.org/http://dx.doi.org/10.1080/09585190701249115**

The article, building flexibility into a multi-national resource approach is a study conducted by Albert Wocke on four South African multi-national enterprises. The study was projected to evaluate the integration-differentiation dilemma. Many studies have been conducted to affiliate the isomorphism between parent and affiliate HRM practices (*(PDF) Building flexibility into multi-national human resource strategy*, n.d.). In this article, the researcher has applied MTN international, Sasol and SABMiller and Nando's International cross-case corporate analysis. It was evaluated by the researcher that MNEs differ mainly in the level and scope of abstraction of corporate HR approaches. It was also suggested that due to the differences in the models of business, industry needs to accommodate with culture, role, and type of organization in the MNE (Mockaitis et al., 2018). The level of convergence of HR management depends on the national culture and the role of the organization. Studies have shown that the flexibility and development of effective management in HR practices are also essential to compete with international markets (Golden et al., 2018). The studies projected in this specific field have evaluated that there was a great degree of variance among these factors so further research is required to explore the elements that may influence international HR practices.

***(PDF) The paradox of international talent: Alternative forms of international assignments*. (n.d.). Retrieved February 1, 2020, from https://www.researchgate.net/publication/247522555\_The\_paradox\_of\_international\_talent\_Alternative\_forms\_of\_international\_assignments**

A study was conducted by Moriah Meyskensa to evaluate the forms of international assignments and alternative kinds, also, the international talent paradox was observed in the study. Academic research has focused primarily on alternative international assignments beyond expatriate and short-term commuter assignments. The article has highlighted various elements such as the role of adjustments, selection of business practices even marital and gender status that has changed the alternative international assignments (*(PDF) The paradox of international talent: Alternative forms of international assignments*, n.d.). Also, the article has discussed that global talent has changed with the trends and evolution of international human resource management theories and practices. The paper has provided insight that theoretical and practical research is essential for international enterprises (Ying et al., 2018). Globalization has changed many trends in the international human resource and now industries are greatly dependent on skilled managers and top-quality staff to meet the standards of the international market (Doellgast et al., 2018). Further research is essential to highlight the trends of HR practices to combat challenges in the international human resource management.

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