Unit 10 Discussion

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**Introduction**

Human Resource Management is the most crucial part of every organization that manages all important functions within the company such as the hiring, training, retaining, compensating, and decision-making process. It uses the company's key strategies to achieve its strategic imperatives of reducing costs and presenting added values for its customers. The purpose of this essay is to describe the part of HR in the achievement of a global business organization and how it differs from domestic business (SHRM, 2017). Moreover, the challenges that are posed to HR while operating in a global environment.

**Discussion**

**Identification**

The view of HR in the success of a global business organization is shaped by implying the strategic role of HRM. It involves shaping people as business resources and recruiting employees with the right set of skills. HRM also consists of developing employees skills for the future by assigning employees to different roles in the organization. Moreover, building loyalty and commitment amongst employees is also a strategic responsibility of HRM. Building a talent pipeline and staying competitive is the most critical responsibilities of HRM for the success of a global business organization. The part of HR in an international organization contrasts from that of local business in a way which involves different recruitment and selection process, appraisal and development, providing rewards to employees, the difference in planning and staffing, etc. Lastly, some challenges which HR face while operating in a global environment are differences in demographics and diversity, the tug of war which is created in between achieving social responsibility and being successful in the market.

**Conclusion**

The aforementioned analysis on HR in global business provides a thoughtful discussion on how imperative it is for this unit of every organization to become strategically competitive in domestic and international markets. It involves viewing their role in a global organization, and the challenges they face while operating in a global environment.

**References**

SHRM (2017). Society for Human Resource Management. Retrieved from <http://www.shrm.org>