Required Resources

Text

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* Chapter 10: The Future of Human Resource Management

Articles

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* This article discusses the classes that are protected from discrimination by the EEOC and will assist you in your The Future of Human Resource Management discussion this week.
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* This article discusses some of the biggest trends coming to HR and will assist you in your The Future of HRM discussion this week.
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[Privacy Policy (Links to an external site.)](https://www.forbes.com/fdc/privacy.html)

Society for Human Resource Management. (2016). [*Future insights: Top trends affecting the workplace and the HR profession according to SHRM special expertise panels* (Links to an external site.)](https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Future%20Insights%20Workplace%20Trends.pdf). Retrieved from https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Future%20Insights%20Workplace%20Trends.pdf

* This executive summary from the Society for Human Resource Management (SHRM) provides information about top trends that are affecting the workplace and the HR profession and will assist you in your The Future of Human Resource Management discussion this week.
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| **Week 5 Lecture** |

Welcome to Week 5. This week we will review the key functions of Human Resource Management (HRM) and how they support organizational strategic objectives. Additionally, we will review the components of a human resources planning and forecasting process and their importance to the organization, including why computer-based human resource planning can be useful to organizations. Finally, we will review labor relations laws that deal with collective bargaining and health and safety issues, as well as globalization.

**Globalization**

HRM continuously evolves and develops, which is many times dictated by “political, economic, social, demographic, legal, and technological trends that create opportunities and challenges in various HRM processes” (Youssef-Morgan, 2015, ch. 10). One issue that will continue to effect HRM in years to come is outsourcing and going global by many businesses. As for globalization, the organization needs the ability to manage employees who are located globally. Accordingly, organizations need to be able need to consider various approaches due to diversity and cultural differences approaches due to diversity and cultural differences. One approach will not necessarily work for a global company operating in many countries; therefore cross-cultural approaches must be considered and implemented. The managing of a global workforce requires “new models for the recruitment, selection, and training of global leaders who can manage and develop a global workforce” (Youssef-Morgan, 2015, ch. 10.1).

Additionally, HR managers need to understand and know how to apply the laws of many different jurisdictions to their organization. Another potential obstacle is when an organization expands into “new markets business practices that are acceptable locally may be at odds with the values of the company and the laws of its regulatory agencies” (Wilkie, 2015, para. 10). This in turn can cause conflict between the need to be socially responsible and the underlying organization’s success and profit (Wilkie, 2015).

Global organizations need to be aware of the laws and practices of their home country but also the country in which they are now conducting business in. As a result, it is critical that HR managers be well versed on all applicable laws and be in open to changes for all aspects of the organization from recruitment and hiring to training and development. Managing employees with cultural and diversity differences is another aspect that HR managers must be familiar with. This may require managers to operate and manage the global employees differently compared to U.S. employees. It is essential for managers to have an understanding of these cultural differences. Overall, it is crucial for Human Resource managers to have an understanding of all the applicable laws and social norms of countries in which the organization is operating in.

For additional material and information, please review the “[Developing a Global Mindset Is Critical to Organizational Success (Links to an external site.)](https://www.shrm.org/hr-today/news/hr-news/pages/developing-a-global-mindset-is-critical-to-organizational-success.aspx)” article, which discusses the global mindset of today’s companies.

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[**Professionals In Human Resource Association** (Links to an external site.)](http://www.pihra.org/)
*The Professionals In Human Resources Association (PIHRA) is dedicated to the continuous enhancement of human resources through networking, learning, and advocacy.*