

IHRM Case Study

By

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A communication received from Mr. Takeo Naruse(Director, The Tokyo Employers' Association)

Re:The task of utilizing foreign workers

It was probably Germany (West Germany at that time) who took the first step toward the employment of foreign workers from early on among the developed countries whose trend in declining birthrates had been getting worse.

Germany made arrangements with many countries and took in a number of foreign workers, but among them, the most were from Turkey.

One time after that, Germany whose growing period had finished encouraged the Turkish workers to go back to their country providing lump-sum payments.

Europe has now become the EU and has been facing new immigration problems.

The issues concerned with the utilization of foreign workers always have a light and a dark side.

Japan has been an island nation for ten thousand and some years, therefore, it is a nation that the unique culture and the tradition is widespread homogeneously. For this reason, the country seems to have the both sides which are worshipping foreign culture and difficult to assimilate from the perspective of foreign people.

Nevertheless, Japan is also considering the agenda for utilization of foreign workers seriously in the context of demographic aging with low birth rate.

The basic policy is whereas they accept professional labor force positively, simple labor force is prohibited in principle; moreover, they are willing to support the development of partner countries by accepting trainees for technical internship in a positive manner.

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Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, 2012-05-03 Armstrong s Handbook of Human Resource Management is the classic text for all students and practitioners of HRM Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole it includes in depth coverage of all the key areas essential to the HR function The 12th edition has been radically updated to create a cutting edge textbook which encourages and facilitates effective learning Comprehensive online support material is provided for the instructor student and now also the practitioner providing a complete resource for teaching and self learning The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits

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[Journal of the Royal United Service Institution](#) Royal United Services Institute for Defence Studies, 1911

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Managing Human Resources Arthur W. Sherman, George W. Bohlander, Scott Snell, 1996 The book focuses on human resource issues for general managers and supervisor as well as human resource managers

HRM Perspective, 1984

Personnel Management Abstracts, 1992

Human Resource Management Derek Torrington, Laura Hall, Stephen Taylor, 2002 This text provides a comprehensive practical description and discussion of the functions of personnel management supported by extensive illustrative material and evidence from current practice

Journal of the American Medical Association American Medical Association, 1917

Internationalisation & HRM Practices of Emerging Economies' Multinational Corporations Across Subsidiaries Junaid Javaid, 2014-09-23 Project Report from the year 2013 in the subject Business economics Business Management Corporate Governance grade B University of Bedfordshire course MASTER OF BUSINESS ADMINISTRATION language English abstract The current era is very often termed as New Geography of Investments It has also been examined that Developing and Industrialised Economies are listed first in the categories of top five economies from where MNCs come UNCTAD 2004 has classified developed economies into two two groups Newer Industrialised Singapore Taiwan and South Korea which are successful in establishing good track record and sometime also known as outward investors and the second group is of Rapidly Developing Economies China and India The core objective of this report is to discover how MNCs are forming their HRM strategies within the emerging economies and how much they are successful in aligning their HRM practices with their main business strategies and also with operational activities This report will be useful in the identification and the analysis of travel of ideas between MNCs residing in East and West in relation to their purpose and opportunity in accordance to the Human Resource HR practices and policies cross national transfer The case study on Alpha Services provide some interesting insight about the way in which emerging economies MNC strategizing and managing their operations in different regions It has been understood that Indian MNCs are facing many problems in reorganizing their internationalization strategies Correspondingly the company's corporate coordination and control mechanism are highly influenced by multiple issues that the company is facing as MNC from the emerging economy The approach of Alpha Services in regard to the adoption of performance indicators from its major US based business solution company and then to make those indicators as an integral part of company's PMS Performance Management System is seems to be a clear indication of adaptive approach implication specifically for the purpose of management of its subsidiaries located in developed markets Similarly the management of Alpha Services does not reflect ethnocentric or exportive approach in managing its subsidiaries in developing markets It has been shown the unlike markets of US and UK the

company's managers remain unfamiliar with the Chinese business cultural environment and left this responsibility to the local managers with broad corporate oversight in supervising the company's operation in China. In 21st Century Knowledge Economy it has been seemed that industries like creative services are dominating the economic paradigm where the til

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