

# The Value of the Human Resource Management Practices for the International Organisations



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- With the increasingly and rapid globalisation of the businesses, the management of the human resources has become crucial for the success of the business (Vance and Paik, 2015).
- They help the organisations to reduce their costs, by identifying the best human resource management practices and standardizing those across their subsidiaries (Paik, Chow and Vance, 2011).
- They support the organisations to be cross-cultural sensitive, to adapt to the conditions, traditions and habits in the foreign country and to respond successfully to the challenges of the new environment, while encouraging the expatriate success (De Cieri, Fenwick and Hutchings, 2005).
- They also contribute to the achievement of the strategic organisational objectives (Shah, et. al., 2012), helping the business to reach the sustainable competitive advantage in the market.

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