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Functional requirements of Sound IR

1. Top management support
2. Sound personnel policies
3. Adequate practices- translate intentions to actions.
4. Detailed supervisory training to carry out policies & practices.
5. Follow-up of results, constant review of IR program

Objectives of IHRM

- To reduce the risk of international human resources
- To avoid cultural risks
- To avoid regional disparities
- To manage diversifies human capital



Main challenges in IHRM

- Different labor laws
- Different political climate
- Different stage(s) of technological advancement
- Different values and attitudes e.g. time, achievement, risk taking
- Roles of religion e.g. sacred objects, prayer, taboos, holidays, etc
- Educational level attained
- Social organizations e.g. social institutions, authority structures, interest groups, status systems

- **STRATEGIC HRM:** It means formulating and executing HR policies and practices that produce employees competencies and behaviour, the company needs to achieve its strategic aims and goals.

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