**HUMAN RESOURCE MANAGEMENT**

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# *Abstract*

*The different levels of the research paper were thoroughly studied and through each level it was found that an Human Resource system plays an important role in an organization. It carries out tasks ranging from alternative innovations to finding out which of its employees are not committed to the job. In spite of a variety of factors influencing the drive of recruitment and HR managers, they cope up with the unfriendly situations.*

# INTRODUCTION

This is to introduce a research paper on Human resource management where in are explained several issues merged together. This research paper discusses firstly, the factors or reasons behind talent free flow or more precisely said global free flow of talent especially in the MNCs. This is a growing problem in today’s world where individuals are moving towards the MNCs in order to accomplish their future goals. In a more small term, this can also be called as Brain Drain. Secondly, the research paper discusses another vast area of human resource management that is Employee Engagement along with discussing its impact over the brand of the employer making a choice of his own. Along with this, are discussed the facts that should personal information about an employee be used to decide the attitude of an employee at work? This is totally unethical. In order to make companies better and knowledge to transfer efficiently, different innovations in the HR department are important. The following is a brief summary of and research over the topics thus, introduced.

# CULTURAL AND INSTITUTIONAL INFLUENCES OF GLOBAL FREE FLOW OF TALENT FOR MNC

Flow of talent and especially when it is free willed is a process when individuals having economic values, who can prove as an asset to their own country, shift to other nations in order to make more wealth and grab more opportunities which they cannot get in their own countries. This is actually an issue which is more probable due to influence of careers globally and not the influences of international free flow in the organizations which are global. Globalization especially is the source which has brought along with itself loads of challenges and opportunities which has caused the individuals to become mobile in nature in order to develop their careers. This globalization is visible via Multinational corporations. These MNCs are globalized in nature. Global companies such as MNCs are focused on hiring employees from each specific market targeted, sometimes just to gain knowledge of the different regions and the cultures. Hence, we can say that of the several influences, there are majorly cultural and institutional factors affecting the talent flow or global free flow for MNCs. Over a deep study, it was researched by Professor Pankaj Ghemawat that the influence of cultural factors and distances on free flow of talent is so much so that, individuals and the business that they are working with eventually faces major challenges. In most of these global MNCs the case is such that they operate across nations, lacking histories and overlapping of culture. Here, an important theory that is the theory of Identity seems applicable to explain. This research aims to investigate the nature of factors such as cultural or institutional on talent free flow of global talents for multinational with an intention. This can be merely explained by the theory of identity which says that the intention of an individual is influenced by his culture and by his institution. This attitude explains the behavior of their nature which is quiet varied and substantial. The control over ones behavior only comes through beliefs of individuals like opportunities etc and the influences based on the past. This literature is thus followed to state that there is a connection between self identity through vivid cultures and intention of behaviors through institutional factors. Cultural on one hand is influenced by national identity and this identity is inclusive of ethnicity which is in connection to an individual’s past ancestral life. Australia has a society most culturally heterogeneous in nature and because of this has a wave of different migrations combined with different cultures and geographies in backgrounds. This multiculturalism in the country was brought basically from Europe and this problem is also declared as a social problem. So many different cultures and individuals from various institutions has made the country a hub for international students making Australia loose the identity that it possesses at most times. The policy of the country has started to fix its focus on explaining the individuals the positives of living in a society with so many cultures in expanse living together. Reasoned action theories as well as those with a behavioral plan that are influenced by the cultural and institutional factors can also explain the factors of pull and push influencing the decision of career of an individual. This influence is again related to the identity theory where an individual has personal and interpersonal skills in the same multicultural society dealing with features that are internal such as goals and visions or may be emotions and also sometimes to the characteristics that are external like achieving a goal, friendship development and creating a network that is interpersonal. Also, via the discussion and a statistical analysis of the push and pull factors it was researched that, cultural or personal experiences comprise generally the exposure of these experiences and hence, related to personal growth. These influences take an individual away from their nation and run towards greater opportunities in their own nations. Thus, it can be concluded that a balance in the career and cultural affluences should be maintained in order for the individual to grow along with the MNS that he is obediently working for. Institutional influence although allowing the talent to go and join any organization inter-globally is not that

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