

International HRM Case Study: Apple Inc.

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Apple HRM Case Study: Abstract

International human resource management has become a necessary undertaking in many multinational corporations. Globalization, a major driver of international trade, is one of the factors behind this development. Success in international ventures is significantly driven by the input of expatriates or international assignees.

In this paper, some issues relating to these assignees were highlighted. They include such issues as the various aspects of pre-departure training, recruitment, and selection criteria. Staffing strategies were also reviewed in this study. The author of this paper proposed a system of measuring return on international assignments.

The topics mentioned above were analyzed in the context of Apple Inc., a top ranking multinational corporation. The success of this organization is one of the reasons why it was selected for this study.

Key words: International human resource management, international assignees, multinational corporations, Apple Inc.

Apple's HRM

In the recent past, there has been an increase in the number of multinational corporations operating in the world. Such companies are heavily investing in the global market. A number of factors have influenced the growth of these organizations.

They include dynamics of international trade, amalgamation of the financial markets, and human migration. Other factors include speedy movement of capital as a result of globalization. All these factors have facilitated trade on the international arena.

International Hrm Case Study On Apple Inc

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International Hrm Case Study On Apple Inc:

Innovative Approaches for International Competitiveness Through Human Resource Management

Pawirosumarto, Suharno, 2025-05-09 In an era of global interconnectedness and competition organizations utilize innovative approaches to human resource management HRM to remain competitive Effective HRM strategies include cross cultural management global workforce optimization and the integration of technology in employee development By embracing diversity fostering a culture of continuous learning and leveraging data driven insights businesses can cultivate a workforce that is adaptable to the needs of global markets Strategic HRM practices such as flexible work models employee empowerment and leadership development programs empower organizations to respond to market shifts quickly and maintain a competitive edge across borders In this context innovative HRM approaches are a tool for operational efficiency and long term international success Innovative Approaches for International Competitiveness Through Human Resource Management explores contemporary challenges and strategies in human resource management HRM within a global context It examines digital transformation competency development cultural dynamics and best practices in HRM across different countries This book covers topics such as global business automation and talent acquisition and is a useful resource for business owners managers computer engineers educators academicians researchers and data scientists

International Human Resource Management Miguel Martinez Lucio, Robert MacKenzie, 2022-03-10 Written by an internationally renowned team of experts and underpinned by cutting edge research International Human Resource Management tackles a broad range of controversial and often marginalised issues associated with globalisation and its impact on multinational companies and employees Updated throughout with brand new case studies reflective questions and recommended reading the second edition includes coverage of International assignments and worker mobility The development of new technology and its impact on work International HRM and the platform economy The nature of organisational change The role of sustainability and social responsibility within the firm This innovative and thought provoking textbook is suitable for students of International Human Resource Management and Employment Relations Lecturers can visit study.sagepub.com/martinezluciomackenzie to access PowerPoint slides and additional case study material Miguel Martinez Lucio is a Professor at the University of Manchester Alliance Manchester Business School UK Robert MacKenzie is Professor of Working Life Science at Karlstad Business School Karlstad University Sweden

The Global Challenge Vladimir Pucik, Paul Evans, Ingmar Bjorkman, Shad Morris, 2016-03-07 Formerly published by Chicago Business Press now published by Sage Since strategy organizational capabilities and people management are increasingly intertwined in multinational firms The Global Challenge takes a general management perspective on the issues associated with international human resources Each chapter in this book is a stand alone guide to a particular aspect of international human resource management HRM from the history and overview of international human resource management in the first chapter to the functional implications for human resource

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Human Resource Planning, 1996 *International HRM Case Study* Fiona L. Robson, 2016 This case based on a fictional UK based organization gives learners the opportunity to think about key decisions involved in international assignments and to transfer their knowledge of domestic HR issues to an international context Students will learn about the main elements and issues related to international assignments when it is appropriate to use expatriate workers the skills and knowledge needed by expatriate workers and how organizations can prepare expatriate managers to succeed in an international assignment A brief PowerPoint file with instructional materials about international assignments accompanies this case

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The Global Human Resource Management Casebook Liza Castro Christiansen, Michal Biron, Pawan Budhwar, Brian Harney, 2023-09-12 The third edition of The Global Human Resource Management Casebook provides a wide range of international teaching cases exploring contemporary human resource management HRM challenges Each case focuses primarily on one country and illustrates a critical HRM issue confronting managers and HRM practitioners This real world application provides students of HRM with a unique opportunity to examine how key HRM theories and ideas translate into practice The case studies emphasize the national and cultural contexts of HRM providing readers with a global understanding of HRM practices like recruitment reward systems diversity and inclusion as well as recent developments including the impact of the COVID 19 pandemic remote working sustainability and digital transformation In this edition the editors and authors have made significant updates to reflect recent developments in the field and cover a broader range of countries The authors also delve into new industries including consulting energy healthcare IT and education With 31 international cases followed by further reading and learning resources this extensive collection is an invaluable resource for any student seeking to explore contemporary HRM on a global basis

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