international human resource management, multinational corporation, economic development, business ethics. The IHRM field has evolved along at least
Human resource management has the responsibility of ensuring that this diverse workforce within the company gets an equal potential of exercising their abilities. Workplace diversity has been a great challenge to most of the human resource managers especially the international human resource managers as they are not able to understand the cross-cultural differences that exist between the home country and the host country (Barak, 2016). In the management of the multinational corporations, embracing the cultural diversity is very much important as it will help in the development of the company and its future goals (Knippenberg, Ginkel & Homan, 2013).

Advance report to participating companies. Human Resource Practices in Multinational Companies in Ireland: A Large-Scale Survey. © Patrick Gunnigle, Jonathan Lavelle and Anthony McDonnell with. 1. As one of the most MNC dependent economies in the world, Ireland represents an excellent locale for studying MNCs. 2. This is the first representative study to be conducted on the human resource (HR) practices of multinational companies (MNCs) in Ireland. Both foreign-owned and Irish-owned MNCs are covered. 3. The analysis is based on 262 (216 foreign-owned and 46 Irish-owned) face-to-face interviews with the most senior HR person responsible for HR in the Irish operations. INTERNATIONAL HUMAN RESOURCE MANAGEMENT A Multinational Company Perspective. Monir H. Tayeb. 1. Great Clarendon Street, Oxford OX2 6DP Oxford University Press is a department of the University of Oxford. The person in charge of HR and its development correspondingly occupies a very senior position in the company, such as a director, sits on the board of directors and participates in strategic decision making. Porter (1985) distinguishes between a company’s primary and support activities and places HRM among the latter which have a pivotal role in ensuring the effective and efficient operation of the former. See Figure 1.1 drawn on the basis of Porter’s argument. The Figure clearly suggests an important strategic role for HRM.