

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

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UNIT IV

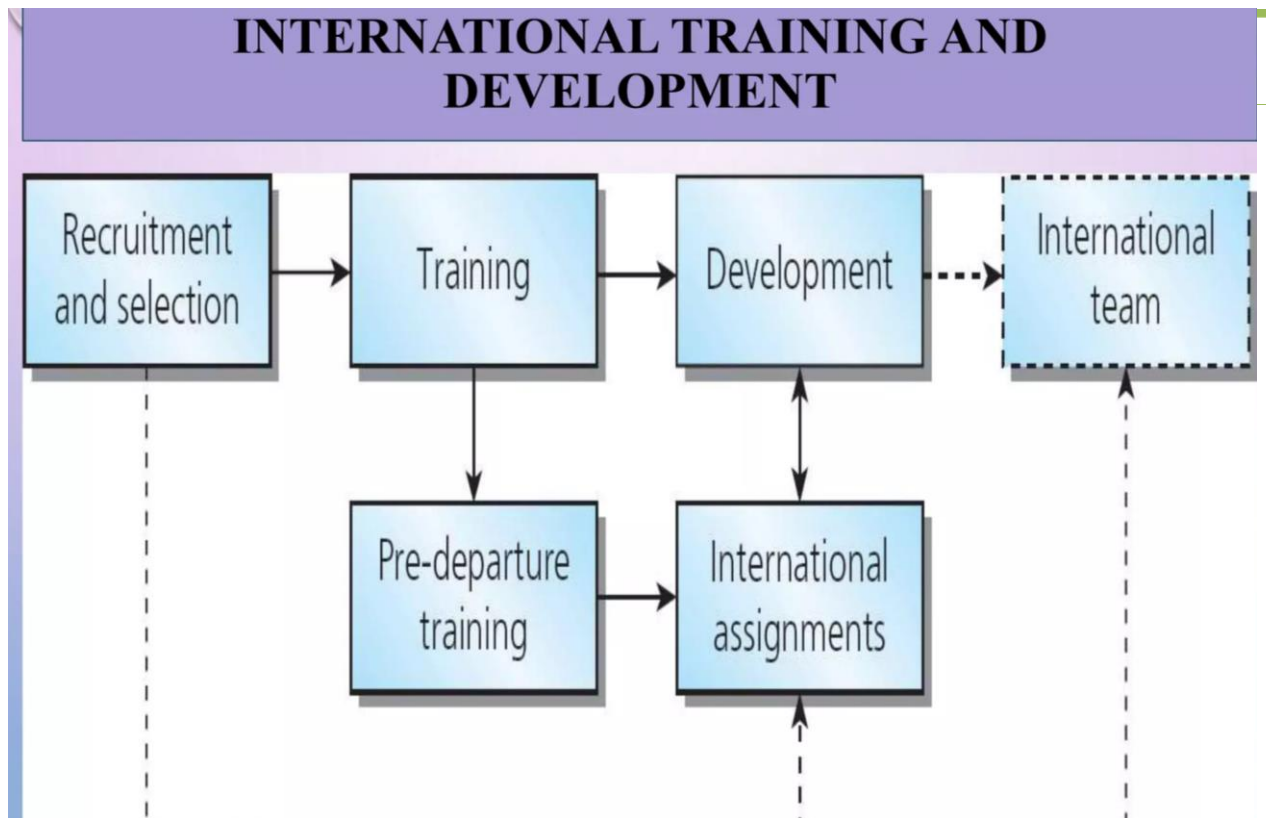
TRAINING AND DEVELOPMENT, PERFORMANCE APPRAISAL

UNIT IV TRAINING AND DEVELOPMENT, PERFORMANCE APPRAISAL

- Expatriate training program
- HCN training
- Repatriation process and training.
- International performance Management methods
- Cultural issues in Performance Management

MEANING OF INTERNATIONAL TRAINING

The Subject Of Training Of The Employee With Regard To International Operations Is Always A Complex One, Both From The Point Of View Of The Individual Employee As Well As From The Point Of Organization.



Expatriate training programs expedite the transition process by cultivating your employees' cultural sensitivity and equipping them and their families with the tools, skills and knowledge required to effectively interact with people from other cultures.

EXPATRIATE TRAINING

An Expatriates Success Depends On How Fast They 'Acculturate' (Absorb) In The Host Country. In Expatriate Training Focuses :

- On Ascertaining The Cultural Awareness Of The Individual, And
- On Ascertaining The 'Fit' For The Host Country's Culture, How Similar/ Dissimilar Is The Culture Of The Expats' Culture From That Of The Host Country.



TYPES OF EXPATRIATE TRAINING

➤ **Training For PCN's & TCN's:**

- Cultural Awareness Programme Or Cross Culture Training
- Language Training
- Diversity Training
- Other Related Issues In Training



CROSS CULTURAL TRAINING

Cross Cultural Training May Be Understood As Any Planned Intervention To Increase The Knowledge And Skills Of The Expatriates To Live And Work Effectively In A Unfamiliar Host Country And Culture.



EFFECTIVENESS OF CROSS CULTURAL TRAINING

- The Cognitive, Affective And Behavioral Changes That Occur During And After The Training.
- A Successful CCT Insures Several Benefits To The Business.
- It Also Has A Few Drawbacks.



LANGUAGE TRAINING

- English –The Global Business Language
- Host Country Language ,Skills & Adjustments
- Knowledge Of Corporate Language



DIVERSITY TRAINING

- The Diversity Training Is Gaining Utmost Important In This Globalization Era. It Is Very Important To Be Culturally And The Aim Is Provide Training To The Managers In Order To Change Their Behavior In Terms Of Racism , Sexism Etc.

➤Significance

- Legal Requirements
- Opportunity For Employees



HOME COUNTRY TRAINING

Home Country National Contribute Significantly In MNC's, Performance. To Train For Better Performance, Training Is Often Given At The Local Levels.

Ex- The Indian Company, Infosys Provides Training To Its Us And Uk.

- HCN's Also Provides With International Training, Either In Parent Country, Headquarter Or Home-subsidary Operations.
- It Also Aim To Improve The Adjustment Skills Of HCN's And Better Understanding Of The Corporate Culture And Language Training.



HCN TRAINING

