

Download File PDF Globalization Creating A Boundaryless Hr Hr Practitioners Perspective

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SECTION 2 - HR EXPERTISE HR KNOWLEDGE

DOMAIN 3: Workplace

Functional Area #10: HR in the Global Context

Definition: HR in the Global Context focuses on organizational growth and workforce-related issues and impacts, viewed from domestic, multinational, transnational, and global perspectives. HR demonstrates value by understanding how global BEST factors influence business decisions, and by applying this knowledge to day-to-day HR activities, policy creation, and business solution recommendations.

Responsibility Statements:
Key responsibilities for **all HR professionals** include:

- Recognizing and responding to global issues that influence domestic business practices.
- Maintaining up-to-date knowledge of BEST, HR, and legal trends in global terms.
- Developing expert knowledge of global trends and best practices.
- Balancing the organizational desire for standardization with localization through a "globalized" approach to decision making.
- Building cross-cultural relationships and partnerships with global stakeholders.
- Implementing and conducting audits of global HR practices.

Key responsibilities for **advanced HR professionals** include:

- Developing and implementing a comprehensive strategy to address issues affecting business, people, and the workforce on a global basis.
- Consulting on and developing strategies to define global competencies.
- Consulting on labor and economic trends, cultural implications, and the legal environment for business decisions and risks.

Sample Application of Competencies:

- **Communication**—The ability to effectively exchange information with stakeholders to ensure that a global perspective is considered in decision making.
- **Global & Cultural Effectiveness**—The ability to value and consider all parties' perspectives and backgrounds.

THE SHARED BODY OF COMPETENCY AND KNOWLEDGE 29

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