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# **SOLUTION MANUAL FOR**

Managing a Global Workforce 4e By Charles Vance, Yongsun Paik, Fabian Jintae Froese, Torben Andersen

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## **CHAPTER 1 INTRODUCTION AND OVERVIEW**

### **LECTURE NOTES**

This introductory chapter examines the many different external global and local contextual factors that may influence key internal company factors, which in turn determine global workforce management. Key perspectives that appear throughout the text for understanding effective global workforce management are also discussed.

#### **LEARNING OBJECTIVES**

- Identify important factors in the external global market context that can influence global workforce conditions and company management practices;
- Discuss important factors within the organization that can influence workforce conditions and company management practices;
- Understand the value of a talent management perspective, inclusive of all who contribute to an organization's success;
- Discuss applications of career management and personal responsibility in global workforce management;
- Understand the role of the Human Resource function in effective corporate governance and sustainability;
- Describe potential benefits of globalization for all;
- Understand the ongoing challenge of managing our global workforce within the changing forces of convergence versus divergence.

#### **I. INTRODUCTION**

- A. Today's burgeoning growth of business on a global scale (both home and abroad) has significant challenges associated with the acquisition, deployment, and management of labor.
- B. Critical to the success of all organizations, both profit and nonprofit, in our increasingly global marketplace is the ability to plan for, attract, develop, and retain capable and committed employees, whether those employees are at home or abroad.
- C. Competence in workforce management should not be restricted to those individuals who specialize in human resources, but should be a top priority for every executive, manager, and business professional.
- D. The challenge of effectively managing human resources to achieve organizational strategic objectives only increases in scope and complexity with the introduction of

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