

EUROPEAN HRD CONFERENCE JUNE 10-12, 2020, BUDAPEST

SUSTAINABILITY AND ETHICS: THE RESPONSIBILITY
OF HRD IN THE GLOBAL SOCIETY ●■+▶



GLOBAL, COMPARATIVE AND CROSS-CULTURAL DIMENSIONS OF HRD

Stream leaders: Thomas Garavan, Hussain Alhejji, Henriett Primecz

A key objective of this stream is to reflect on the scope and nature of HRD in global and cross-cultural context. For the past two decades, HRD research and practice has shifted its discussion from exploring and understanding the development of employee in local organizations towards the development of employee in MNCs (Wang and McLean, 2007). In addition, scholars from cross-cultural lens have largely suggested that national culture is of vital importance to addressing differences in HRD policies and practices across boundaries (Aycan, 2005, Chang, 2004). Other argue that there is still a need to examine how cultural variables interconnected to influence HRD design and practices (Primecz, Mahadevan and Romani, 2016).

This stream welcome conceptual and/or empirical papers on global, institutional, comparative and cross-cultural perspectives of HRD which will allow the field develop and prosper. From a methodological point view, we encourage papers that focus on a single or multiple level of analysis, including: the country level, the internationalization organizations level, the host country unit/location level and the individual level (Garavan, McCarthy and Carbery, 2018). Topics in this stream may include but not limited to:

- The role of institutional differences in international HRD
- HRD dynamics in MNCs such as Talent Management and Career Development;
- HRD's role in MNCs;
- Boundary-less or global careers (expatriates, self-initiated expatriates, talent mobility etc.);
- Intercultural competence and skills formation;
- Global leadership and mind-set;
- Comparative Dimension of HRD;
- Convergence & divergence at national and firm level HRD policies and practices;
- Methodological advancement in studying comparative HRD;
- Developed and emerging economies;
- Cross-cultural dimension of HRD;
- HRD and national culture;
- Cross-cultural team working including global virtual teams

Reference

- Aycan, Z., 2005. The interplay between cultural and institutional/structural contingencies in human resource management practices. *The International Journal of Human Resource Management*, 16(7), pp.1083-1119.
- Chang, W.W., 2005. Expatriate training in international nongovernmental organizations: A model for research. *Human Resource Development Review*, 4(4), pp.440-461.
- Garavan, T., McCarthy, A. and Carbery, R. eds., 2017. *Handbook of International Human Resource Development: Context, Processes and People*. Edward Elgar Publishing.
- Primecz, H., Mahadevan, J. and Romani, L., 2016. Why is cross-cultural management scholarship blind to power relations? Investigating ethnicity, language, gender and religion in power-laden contexts.
- Wang, X. and McLean, G.N., 2007. The dilemma of defining international human resource development. *Human Resource Development Review*, 6(1), pp.96-108.

Contact Information

For more information, please contact any of the stream leaders:

Thomas Garavan: t.garavan@napier.ac.uk

Hussain Alhejji: h.alhejji@ack.edu.kw

Henriett Primecz: henriett.primecz@uni-corvinus.hu