

3- Cultural Competence and HR practices in MNCs

Panel-Chair:

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The transfer of human resource practices in the multinational firm often requires adaptations to the local context of subsidiaries and is, as such, revealing cultural and institutional particularities. HR practices within MNCs are affected by the home country of the parent company and by the host country of the subsidiary. Recently, the transfer or the adaptation of Human Resource Management (HRM) practices has become a major issue for multinational companies (MNCs). Host country effects that can be associated with the national, cultural or institutional environments of the subsidiaries affect HR practices.

This panel will address the effect of culture on human resource practices when transferred within multinational companies. It will explore how human resource responsible in MNCs could be innovative, creative and culturally competent when transferring HR practices in a way to keep control of the subsidiary while considering the host-country's culture where it is operating to reduce resistance and avoid conflicts. Papers are invited to tackle the following questions:

- How does culture affect HR practices within MNCs?
- Which cultural competencies are needed for an HR responsible working on the transfer of HR practices across subsidiaries?
- Should MNCs standardize or adapt/hybridize their human resource practices to fit the host-countries culture?